DOCUMENT RESUME

ED 035 764 08 VT 010 238

AUTHOR Matthews, Joseph C., Jr.
TITLE Occupational Adjustment in the South: Part II. An Examination of Age Distribution and Employment Participation Rates by Main Occupation for Workers in the South, 1940-1960. Center Research and Development Report No. 3.
INSTITUTION North Carolina Univ., Raleigh. N.C. State Univ. Center for Occupational Education.
SPONS AGENCY Office of Education (DHEW), Washington, D.C. Bureau of Research.
BUREAU NO BR-5-1005
PUB DATE 68
CONTRACT OEC-5-85-107
NOTE 65p.

EDRS PRICE EDRS Price MF-$0.50 HC-$3.35
DESCRIPTORS Age, Charts, *Employment Trends, Negroes, *Occupational Surveys, *Southern States, Tables (Data)
IDENTIFIERS Occupational Age Distribution, *Participation Rates

ABSTRACT

This study examined age structure and changes in civilian participation rates in the South for 1940-1960. Age structure is defined as the distribution of employed workers in civilian occupations, while participation rates are percentages of employed persons of a specific age class as compared to the total Southern population. Participation rates for males of labor force age declined from 72.3 percent in 1940 to 68.3 percent in 1960 and for women they rose from 21.7 to 32.2 percent. The greatest increases in occupational employment participation rates occurred in occupations where there were high educational or occupational training prerequisites. Profound changes were recorded in white and nonwhite employment. Because of heavy out-migration, the proportion of nonwhite males in the labor force declined from 24 percent in 1940 to 17.5 percent in 1960 and for nonwhite women it dropped from 39.1 to 23.3 percent. A report on occupational employment levels, trends, and projections in the South is available as VT 010 239. (BC)

ED035764

OCCUPATIONAL ADJUSTMENT IN THE SOUTH:

II. AN EXAMINATION OF AGE DISTRIBUTION AND EMPLOYMENT

PARTICIPATION RATES BY MAIN OCCUPATION FOR WORKERS IN THE SOUTH 1940-1960

Joseph C. Matthews, Jr.
Department of Economics
North Carolina State University at Raleigh

****

The research reported herein was performed pursuant to a contract with the Office of Education, U. S. Department of Health, Education, and Welfare. Contractors undertaking such projects under Government sponsorship are encouraged to express freely their professional judgment in the conduct of the project. Points of view or opinions stated do not, therefore, necessarily represent official Office of Education position or policy.

****

CENTER RESEARCH AND DEVELOPMENT REPORT NO. 3

CENTER FOR OCCUPATIONAL EDUCATION

North Carolina State University at Raleigh

1968

Project No. Br 5-1005

Contract No. OE 5-85-107

VT010238

U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
OFFICE OF EDUCATION

THIS DOCUMENT HAS BEEN REPRODUCED EXACTLY AS RECEIVED FROM THE PERSON OR ORGANIZATION ORIGINATING IT. POINTS OF VIEW OR OPINIONS STATED DO NOT NECESSARILY REPRESENT OFFICIAL OFFICE OF EDUCATION POSITION OR POLICY.

CENTER FOR OCCUPATIONAL EDUCATION

RESEARCH-DEVELOPMENT-TRAINING

The Center for Research, Development, and Training in Occupational Education was approved and established as a Research and Development Center in 1965, under the provisions of Section 4(c) of the Vocational Education Act of 1963. The initial approval was for 20 months, ending 31 January, 1967. The proposal for the continuation of the Center for five years, beginning 1 February, 1967, has been approved and the continuation program is in operation. The total program, which has emphasized research in crucial problems in occupational education since its inception, has been divided into five complementary programs, including a research program, an evaluation program, a research development program, a research training program (in occupational education), and a services and conferences program. The Center is designed and organized to serve the nation, with special orientation to the southern states.

The Center is part of the program conducted under the auspices of the Educational Resources Development Branch, Division of Adult and Vocational Research, Bureau of Research, Office of Education, U. S. Department of Health, Education and Welfare. The Center is located at North Carolina State University at Raleigh, and has been established as an integral unit within the University. The program of the Center cuts across the Schools of Agriculture and Life Sciences, Education, Liberal Arts, and Physical Sciences and Applied Mathematics at North Carolina State University at Raleigh. Cooperating and participating Departments include the Departments of Adult Education, Agricultural Education, Economics, Experimental Statistics, Industrial and Technical Education, Occupational Information and Guidance, Politics, Psychology, and Sociology and Anthropology.

THE CENTER RESEARCH AND DEVELOPMENT REPORT SERIES

John K. Coster, Ph.D., Editor

The Research and Development Report Series is the vehicle which has been established for publishing reports of pilot or exploratory research projects or reports of developmental and related programs as interim reports of the Center. In order for a report to be accepted for publication in the Center Research and Development Report Series, it is required that the report be reviewed by a panel appointed by the Head of the Department or by the Director of the Center in cooperation with the Director of the Project, both in preliminary draft form and in revised form, and that the members of the panel recommend that the report be accepted for publication. Qualifications of members of the review panel, whose names are given in the Preface to the report, include evidence of having conducted substantial research projects in their disciplines and having published articles in refereed periodicals in their fields of specialization. The Director of the Center is responsible for ascertaining that the project report is relevant to the program of the Center, and that the objectives of the project have been attained.

ADDITIONAL INFORMATION

For additional information regarding the program of the Center, please write to:

Dr. John K. Coster, Director
Center for Occupational Education
North Carolina State University at Raleigh
1 Maiden Lane
Raleigh, North Carolina 27607

FORWARD

The two reports presented under the general title "Occupational Adjustments in the South" represent a worthwhile contribution to the literature on occupations. The material developed in these reports provides future researchers with a compendium of statistics carefully extracted from official sources and will undoubtedly prove a valuable resource for many researchers interested in studying occupations in the southern states. Material has been gathered from widely disparate sources, and this, together with valuable extrapolations, projections and evaluations, is provided for the first time in a readily accessible form.

The publication of these reports, reflects, to some extent, the nature of the Center's commitment to its regional base. The Center's commitment is in no sense entirely regional; however, it does recognize a responsibility within its regional area to provide information of particular value to that region, as well as to the whole of occupational education.

The manuscript was reviewed by a panel whose members include Dr. David G. Ball, Associate Professor of Economics; Dr. James G. Maddox, Professor of Economics; Dr. Joseph T. Nerden, Professor of Industrial and Technical Education; and Dr. William D. Toussaint, Professor and Head, Department of Economics; all of North Carolina State University at Raleigh.

Special assistance in the final preparation of the manuscript was provided by Mr. J. K. Dane, Staff Editor; Mrs. Sylvia Ray,

Mrs. Nan Adams, and Mrs. Mabel Rountree, all of the Center for Occupational Education. The Center acknowledges the contribution of these persons.

John K. Coster, Director
Center for Occupational Education

TABLE OF CONTENTS

I. HIGHLIGHTS 1

II. INTRODUCTION 7

III. PERCENTAGE DISTRIBUTION OF WORKERS BY AGE 9

Age Distribution Within Occupation 16
Median Ages 17

IV. EMPLOYMENT PARTICIPATION RELATIONSHIPS 20

Trends in Employment Participation 20
Armed Forces Employment 25
Color and Occupational Employment 26

V. EMPLOYMENT PARTICIPATION IN MAIN OCCUPATIONS 33

Professional, Technical and Kindred Workers 35
Farmers and Farm Managers 35
Managers, Officials and Proprietors, except Farm 38
Clerical and Kindred Workers 38
Sales and Kindred Workers 41
Craftsmen, Foremen, and Kindred Workers 43
Operatives and Kindred Workers 45
Private Household Workers 48
Service Workers, except Private Household 48
Farm Laborers and Foremen 51
Laborers, Except Farm and Mine 53

VI. SUMMARY AND IMPLICATIONS 55

LIST OF TABLES

1. Percentage distributions of employed workers in the South, by age, in main occupations, 1940, 1950 and 1960 13

2. Median ages, by occupation and sex, of employed persons in the South and in the United States, 14 years and over, 1940, 1950 and 1960 19

3. Occupational employment participation rates in the South, 1940-1960: Employment as percentages of total population, 15 years and over, in specified age groups 22

4. Distribution of nonwhites as percentages of all persons employed in each main occupation in the South, 1940 to 1960; and number of white workers employed for each nonwhite worker 28

5. Numbers of employed workers in the South, 1940-1960, by occupation, color and sex, and percentages of changes 29

6. Employment-to-population participation rates for white and nonwhite workers in the South, 1960, and relative white to nonwhite participation ratios..... 32

LIST OF FIGURES

1. Percentage distribution of all employed workers in the South, 14 years and over, by age, in 1940, 1950 and 1960 10

2. Age percentage distribution of employed workers in the South, 14 years and over in 1960, by main occupations 11

3. Employment participation rates in the South: All occupations, 15 years and over, 1940-1960 34

4. Employment participation rates in the South, 1940-1960: Professional, technical and kindred workers 36

5. Employment participation rates in the South, 1940-1960: Farmers and farm managers 37

6. Employment participation rates in the South, 1940-1960: Managers, officials and proprietors, except farm 39

7. Employment participation rates in the South, 1940-1960: Clerical and kindred workers 40

8. Employment participation rates in the South, 1940-1960: Sales and kindred workers 42

9. Employment participation rates in the South, 1940-1960: Craftsmen., foremen, and kindred workers 44

10. Employment participation in the South, 1940-1960: Operatives and kindred workers, male 46

11. Employment participation rates in the South, 1940-1960: Operatives and kindred workers, female 47

12. Employment participation rates in the South, 1940-1960: Private household workers, female 49

13. Employment participation rates in the South, 1940-1960: Service workers, except private household 50

14. Employment participation rates in the South, 1940-1960: Farm laborers and foremen 52

15. Employment participation rates in the South, 1940-1960: Laborers, except farm and mine 54

HIGHLIGHTS

This report was developed from a study of 1940-1960 trends in work participation rates among the southern regional population. Essentially, it is an examination of how the population of labor force ages has been engaged in census-tabulated civilian employment by occupation, age, sex, color and other social and economic characteristics. An effort was made to present as much information graphically as practicable.

Employment Participation Rates

Although the southern population in age classes 15 years and over increased by more than one-fourth, and employment by more than 4 million workers, the employment-to-population overall participation rate for males of labor force ages declined from 72.3 percent in 1940 to 68.3 percent in 1960. None of this net decrease was attributable to higher incidence of unemployment, but was due mainly to expanded military service demands, increased enrollment in educational and training programs by young persons of labor force ages and decreases in work participation rates among men over 65 years, most of whom are now covered by private retirement programs or public security measures.

For women in labor force age classes, work participation trends were strongly upwards even in the case of teenagers. Among all females 15 years and older, the overall employment-to-population participation rate increased from 21.7 in 1940 to 32.2 in 1960. After allowances are made for population increases and for replacement of employed workers who died, retired or otherwise left the labor force, it is estimated that about 1.8 million more women were employed in the South in 1960 as a result of broadened work participation relationships.

As may be noted from occupational data to be presented, work participation trends in several main occupations differed greatly from the

overall employment participation trends noted above. This was due to relatively great expansion in the white-collar categories and decreases in farm occupations. Also, the increased employment of women has been more selective as to occupation, with emphasis upon accessions to clerical, sales and service positions.

Participation Rates by Main Occupation and Age

In general, the greatest increases in occupational employment participation rates have come in age classes about 25 to 44 years, and in occupations where demand is high and education or occupational training is a critical prerequisite. This is especially true in the professional, technical and clerical occupations and among skilled craftsmen. Another significant series of participation rate increases has occurred at somewhat older ages in sales and service occupations, where women have been employed in greatly increased numbers, and where requirements for specific occupational training are less exacting.

Among operatives, a very large semi-skilled main occupation group, there has been some increase in participation, mainly due to the pronounced shift from farm to nonfarm employment. But cohort analysis shows that entry of males as operatives is high in the years age 25 and below, and that there is considerable out-mobility beyond age 25 as men become better trained or more experienced and move up to more skilled jobs.

In the farm occupations and among nonfarm laborers, there have been sharp declines in participation rates and out-mobility of workers in cohorts of practically every age class, since 1940.

Complex details of participation by occupation, by separate age classes and by cohorts may be more easily noted in the graphical illustrations, Figures 3 through 15. Trends in the rates between Census years and occupational participation of the survivors within cohorts over time are closely associated with the nature of changing occupational employment

demands.

Age Distribution of the Employed

Distribution of employed workers by main occupation was covered in a preceding report of this series, but without details as to workers' ages. Percentage distribution of employed young workers in the South has been reduced since 1940, for reasons which include increased enrollment of young persons in school and training programs and comparatively greater employment of mature women. Broadly improved economic conditions have expanded the effective demand for experienced workers of both sexes between the ages of 35 and 64 years in every main occupation except in agriculture and the unskilled categories.

The percentage of employed workers in ages less than 25 years was reduced from 23.2 in 1940 to 16.7 in 1960, and there was a smaller relative decline in the 25-34 year class. Above age 35, the percentage employed was increased in nearly all occupations. The greatest relative increase came in the 45-54 age class, which moved up from 15.1 in 1940 to 20.8 percent of the overall distribution in 1960. Within occupations, the increased proportion of workers 35 years and over was most marked among operatives, service workers and farm and nonfarm laborers.

Median Ages

As a concomitant of the changes in age-specified distribution, median age of employed male workers in the South increased from 35.8 years in 1940 to 39.1 years in 1960. For employed females, an even greater increase was recorded, with the median age rising from 32.3 years in 1940 to 39.4 years in 1960. Male farmers continued to have the highest median age of any main occupation, 50.2 years in 1960. Male farm laborers had the lowest, 33.6 years. Among women, farmers also had the highest median age, 50.7 years, while clerical workers were lowest with 34.4 years. In all occupations median ages were higher in 1960, except for male professional and technical workers,

where it was .2 years less than in 1940, due to entry of many young, well-educated adults.

The sharp increases noted in median ages of the employed does not imply that our workers are degenerating into an "old" labor force. Rather, the expanding economy is providing jobs for more middle-aged workers, while continued education and more time for occupational training for younger persons is receiving increased emphasis. We should not expect median ages of male workers to increase very much between 1960 and 1980, for most mature men are employed and their capabilities for more secure retirement at age 65 or earlier are expanding. However, changing socio-economic roles of women and expanding opportunities for employment of women probably will result in further increases in median ages among employed females.

Color and Occupational Employment

More profound changes have been occurring in the relationships of white and nonwhite employment in the South than may be generally recognized. Due mainly to heavy Negro geographical out-migration, the percentage of nonwhites among male southern workers decreased from 24.0 percent in 1940 to 17.5 percent in 1960. This involved a net loss in employment of more than 300,000 nonwhite male workers, due almost entirely to declines in numbers of Negro farmers and farm laborers. Although numbers of nonwhite women employed increased by about 14 percent, the number of white females employed was more than doubled, and nonwhites among all employed southern women declined from 39.1 percent of the total in 1940 to only 23.3 percent in 1960.

Viewed as numbers of whites to nonwhites, southern Negroes have made minor gains in a few occupations, such as clerks, operatives, service workers, and female sales workers. Nonwhite employment has declined relatively among skilled craftsmen and among most white-collar categories

except clerks, while proportions of Negroes have remained high in service, household, laborer and farm laborer positions. In 1960, about 42 white men were employed in the South for each nonwhite in managerial and sales positions, and about 47 white women for each nonwhite in clerical jobs. White and nonwhite laborers and farm laborers were employed in approximately equal numbers in 1960, while about 5 times as many nonwhite women were employed as domestic servants as were white women.

In comparing the preceding color-specified occupational data, it should be noted that there are about 4 white members of the southern labor force for each Negro, and that unemployment rates for Negroes have been higher in virtually every time period. Relative to numbers of whites and nonwhites in the population, therefore, employment of white men as managers and salesmen is about 10 times greater than for nonwhites. Relatively, there are about 4 times as many Negroes as whites in laborer and farm laborer jobs and, relatively, there are about 17 times as many Negro women employed in households as whites.

Age Cohort Considerations

In the graphical age profiles of participation rates by main occupations, Figures 3 through 15, the trends of several moving age cohorts have been traced through successive census periods by using broken lines. This device combines both the effects of adjustments in participation and of resultant age distribution. The most dramatic changes are obvious in the agricultural occupations and among nonfarm laborers, where there was out-mobility among survivors in practically every cohort, even at very young labor force ages. Among male professional workers and skilled craftsmen in particular, and among women in a majority of the occupations, the trends towards higher participation rates at older ages indicate that transfer from a few declining occupations was offset by generally increasing net entry of workers in cohorts which were about 25 to 44 years of age in 1940.

Other Considerations

Use of Census data to compute employment-to-population participation rates results in relatively lower participation rates in the South because about one-half or more of the nation's armed forces are stationed in this region. Active military personnel serving in an area at time of Census tabulation are recorded in the population, but they are not tabulated as employed workers in the civilian occupation categories. Effects are most marked among male young labor force age classes. In 1960, about 70 percent of the armed forces were less than 30 years of age, and only 4 percent were 45 years or older. About 4.3 percent of the males, 14 years and over, located in the South were in military service, but for the nation as a whole, the percentage was only 2.1. As a result of expanding the defense forces incident to the Vietnam build-up, the percentage of young age classes in military service very probably is greater now than in 1960.

If there had been a total demobilization of military forces in the South in 1960, and all these men had been employed in the South, the male employment participation rate would have risen from 64.6 percent to about 77 percent for the 20-24 age class. In the male 25-34 year class, the rise would have been from 84.1 percent to more than 90 percent participation.

The data and discussions also provide a few comparisons between the South and the nation in matters such as median age and employment by sex. In general, the differences are not important but median ages and percentage of women employed remain slightly higher in the nation, where there have been less farm-to-city adjustments, and employment opportunities have existed over longer time periods for both men and women to develop careers in nonfarm occupations.

INTRODUCTION

The purpose of this study is to examine age structure and trends in civilian employment participation among workers in the South in main occupations for the census years 1940, 1950 and 1960. This study entails more than computing a static distribution of southern workers by occupation, sex, color and age. It also permits insights into dynamic aspects of work participation for all classes of the population within labor force ages. Trends in median ages and in ages of entry, maximum participation, inter-occupational transfer and retirement of workers become more evident. In addition to providing profiles of age-specified participation rates by main occupation in census years, graphical figures illustrate employment trends and net percentage changes which have occurred in occupational work participation in selected cohorts during the 1940-1950 and 1950-1960 intercensal periods.

Procedural approaches to the two principal topics, - (a) age structure of the employed workers and (b) employment participation rates, - are quite similar and it is important that clear distinctions be made among the terms used. Percentage distribution of employed workers by age, or "age percentage distribution" refers to a distribution of employed workers in civilian occupations, by 5- or 10-year age classes, without reference to the number of persons in those age classes in the total population of the South.

"Participation rates" refer to percentages of persons employed in any specified age class of the southern population (including locally based active military service personnel) who are employed in civilian occupations. A few other terms are defined whenever it appears that they may need clarification.

Because the inquiry is centered upon occupation and upon census-defined

employment, the labor force is not examined in its fullest context in this study. Both active military service personnel and all civilian job-seekers meeting current definitions of "unemployed" also would have to be included along with employed civilians in a full-blown definition of "the labor force." Still beyond these categories are many potential workers who would accept employment under various conditions. However, some discussions of military employment and civilian unemployment are presented, both of which are important and at times may constitute critical variables in overall manpower considerations.

The report is presented under three main chapter headings, (1) percentage distribution of southern workers by sex and age; (2) a general discussion of employment-to-population participation rates; and (3) a more detailed examination of participation rates by sex and age in each main occupation.

This report does not purport to catalog the possible uses to which its results may be put. It is especially hoped that it may contribute materially to better understanding the needs, planning, and active operation of programs which involve many types of occupational training and utilization.

PERCENTAGE DISTRIBUTION OF WORKERS BY AGE

Figure 1 portrays age percentage distribution of all employed workers in the South from 1940 to 1960. Figure 2 illustrates distribution of total employment in each main occupation for 1960, and Table 1 shows 1940-1960 percentage distributions in detail by sex and occupation. From Figure 1, it may be seen that percentages of employed workers in ages up to about 30 years were reduced in each decennial census subsequent to 1940. At higher ages, overall employment distribution was increased, excepting the small age class 65 years and over, where it was virtually unchanged.

The greatest relative increase came in the 45-54 age class, in which percentage distribution rose from 15.1 percent in 1940 to 20.8 percent in 1960. Entry of mature women into the labor force figured prominently in the change. During these two decades percentages of women workers in this age class advanced from 12.6 to 21.4 percent of women employed. Also, the relative supply of 45-54 year old workers increased in the South because they were at least 35 years of age in 1950, and were well above the peak ages of persons lost through geographical out-migration, which occurred in significant volume from the South during the 1950-1960 decade.[1]

However, geographical migration was only partly responsible for increased distribution of middle-aged workers in the South, and the upward trends towards proportions employed in the 35-64 age classes are more pronounced in the nation than in the South. Better health programs and declining mortality rates, more employment opportunities in the growing and increasingly urban economy, and more use of labor-saving devices were among the factors

---

[1] It is planned to examine geographical migration in the South and its effects upon supply of potential workers, in a later section.

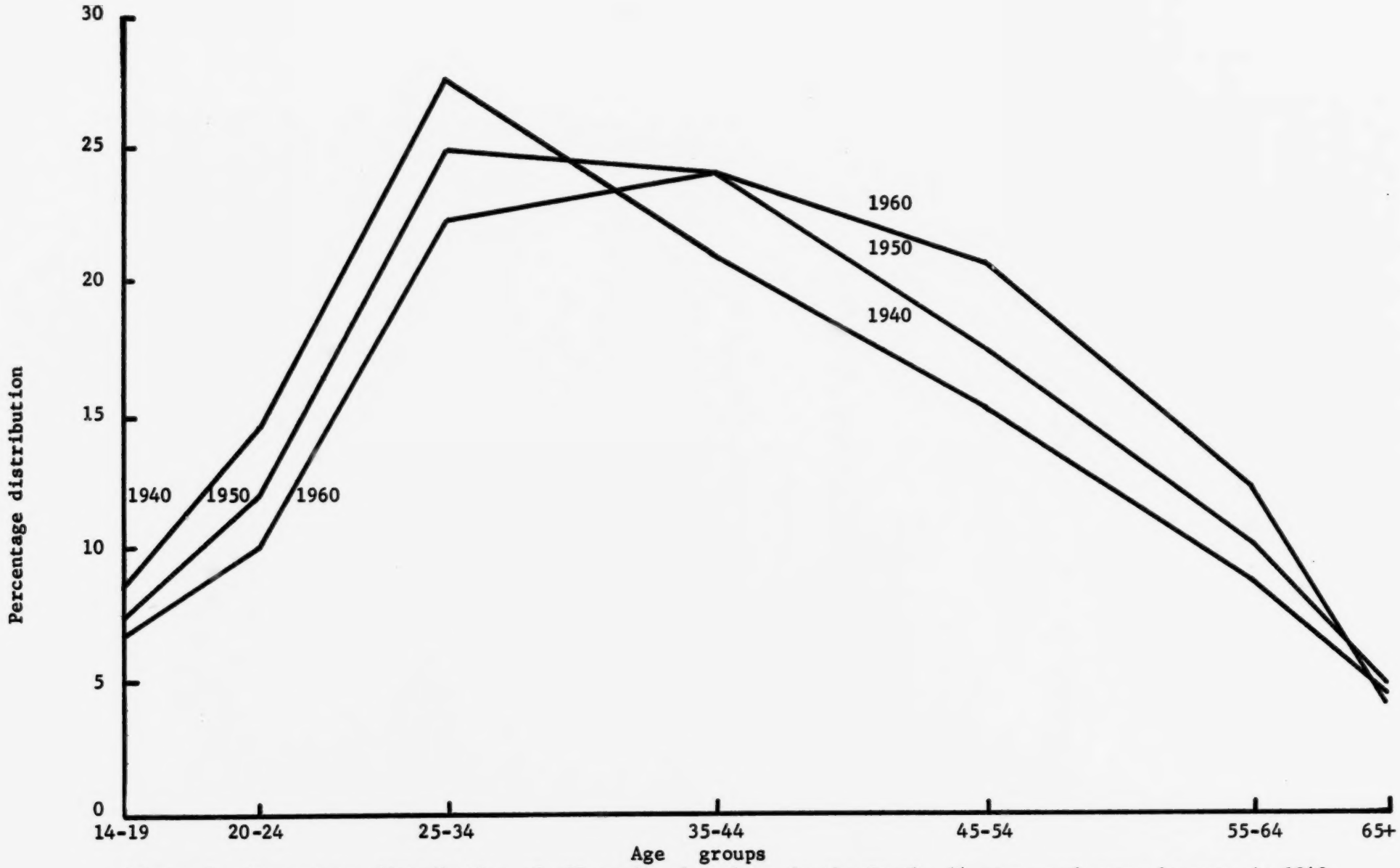
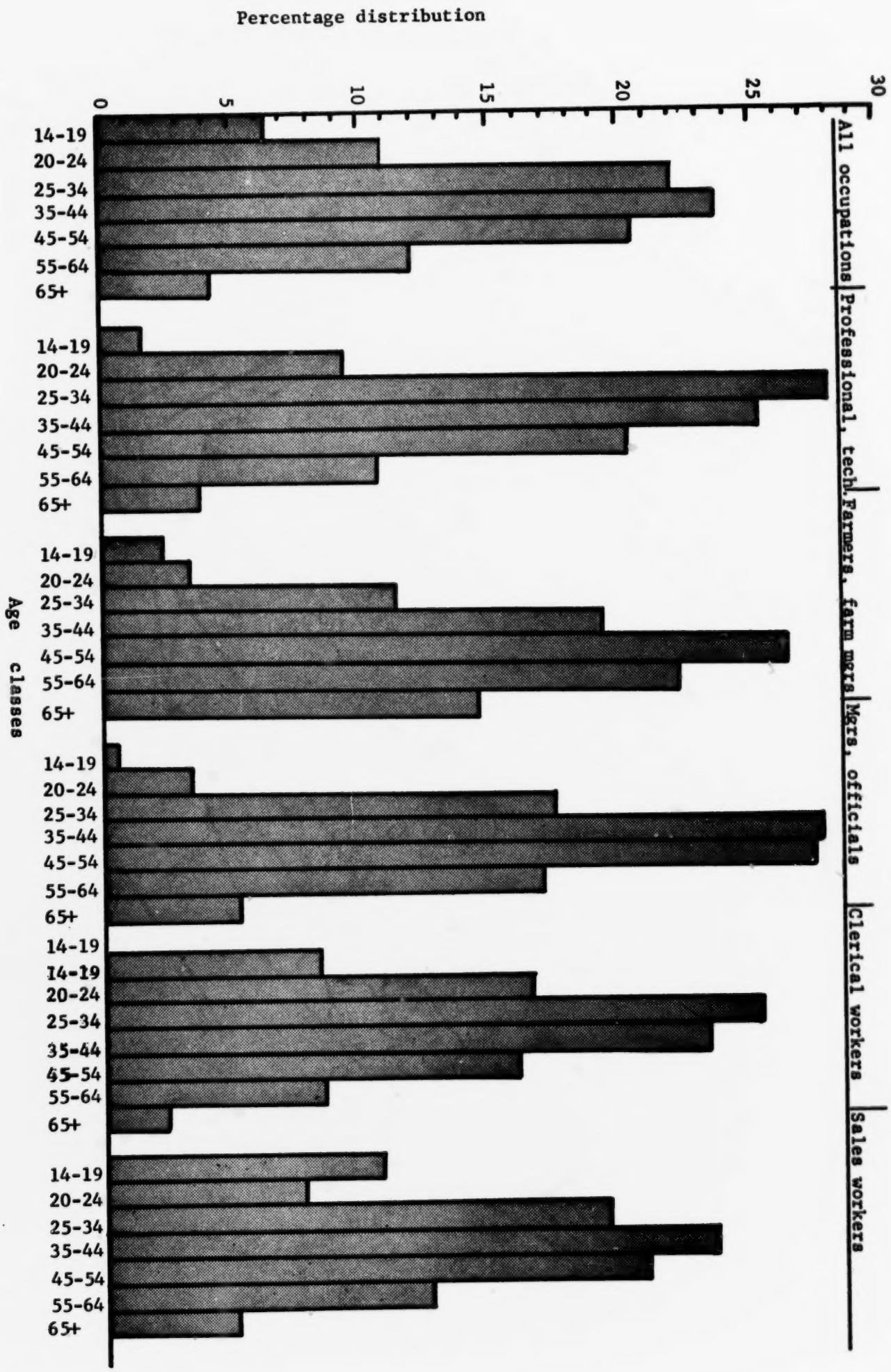


Figure 1. Percentage distribution of all employed workers in the South, 14 years and over, by age, in 1940, 1950, and 1960.


Percentage distribution
0
5
10
15
20
25
30
All occupations
Professional, tech.
Farmers, farm mgrs
Mgrs, officials
Clerical workers
Sales workers
Age classes
14-19
20-24
25-34
35-44
45-54
55-64
65+

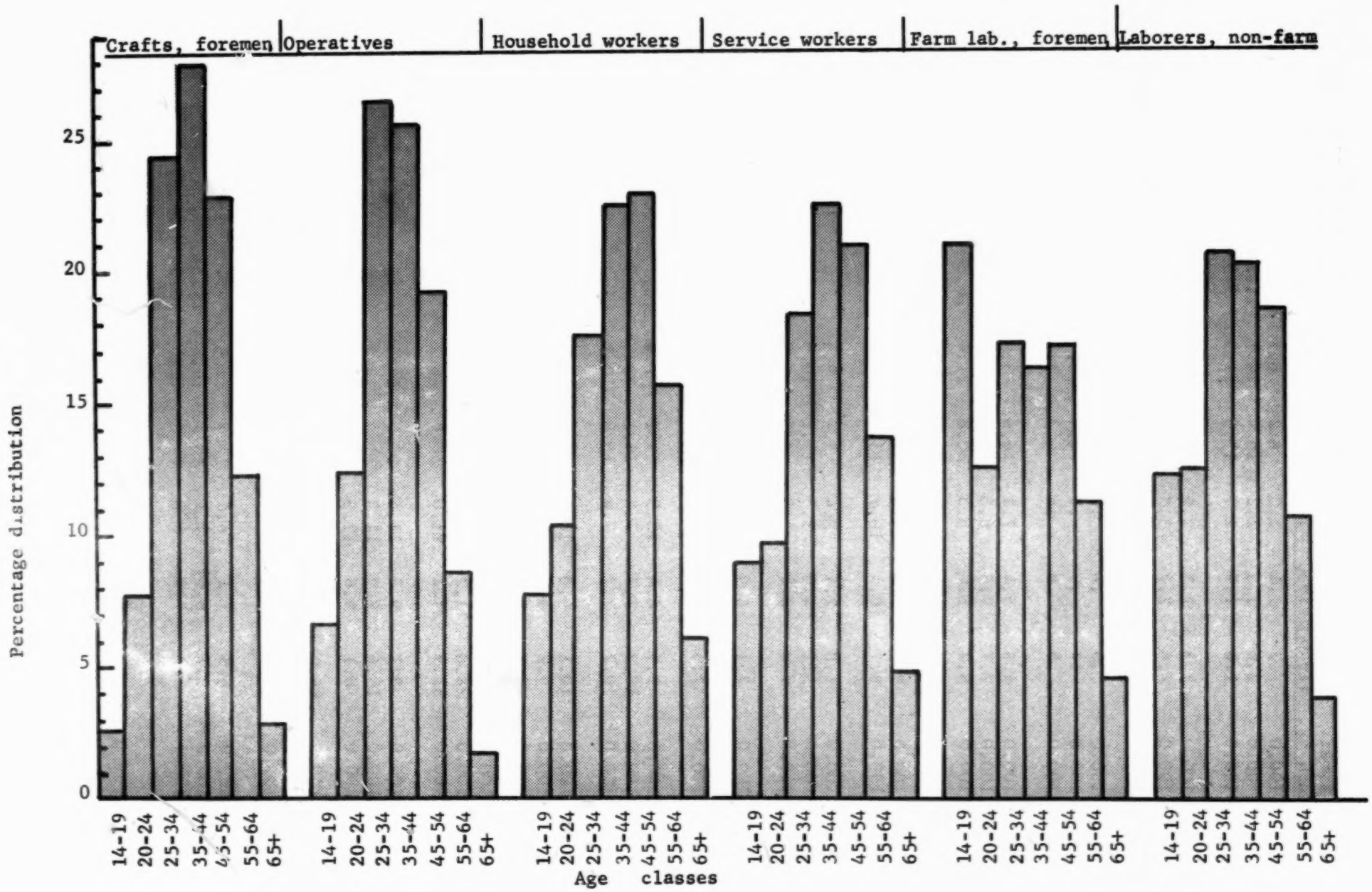


Figure 2. Age percentage distribution of employed workers in the South, 14 years and over in 1960, by main occupations

Table 1. Percentage distributions of employed workers in the South by age in main occupations, 1940, 1950 and 1960.

Main Occupation and Sex		Total each yr.	14-19			20-24			25-34		
			1940	1950	1960	1940	1950	1960	1940	1950	1960
Prof. & Tech.	Male	100.0	.7	1.1	1.3	8.2	8.7	8.4	33.5	31.9	32.5
	Female	100.0	2.6	2.5	2.2	19.4	14.7	11.1	38.4	24.3	22.2
	Total	100.0	1.6	1.7	1.7	13.6	11.3	9.5	35.9	28.7	28.2
Farmers, Farm mgrs.	Male	100.0	1.3	2.1	2.2	7.2	6.0	3.3	21.4	19.2	11.4
	Female	100.0	.6	2.7	3.5	2.5	3.5	2.6	9.5	11.3	9.2
	Total	100.0	1.3	2.1	2.3	7.1	5.9	3.3	21.0	19.0	11.2
Managers	Male	100.0	.5	.6	.6	4.3	3.8	3.4	22.3	20.3	18.3
	Female	100.0	.7	.9	.8	4.4	4.1	2.8	21.0	17.5	12.3
	Total	100.0	.5	.6	.6	4.3	3.8	3.3	22.2	19.9	17.4
Clerical	Male	100.0	4.8	5.4	7.2	16.6	15.9	13.5	30.7	29.0	26.4
	Female	100.0	7.7	9.6	8.8	25.1	24.7	17.9	36.1	28.7	24.8
	Total	100.0	6.2	8.0	8.3	20.8	21.4	16.5	33.4	28.8	25.4
Sales	Male	100.0	7.7	9.0	10.3	14.3	11.6	8.6	29.5	27.8	22.8
	Female	100.0	9.5	13.3	11.4	19.2	11.6	6.2	29.5	20.6	13.5
	Total	100.0	8.1	10.4	10.7	15.6	11.6	7.7	29.7	25.4	19.5
Craftsmen, Foremen	Male	100.0	1.8	2.1	2.4	8.7	9.3	7.6	27.7	28.1	24.3
	Female	100.0	3.1	4.0	3.5	12.1	10.9	7.1	31.7	26.2	20.7
	Total	100.0	1.8	2.2	2.5	8.7	9.3	7.6	27.8	28.1	24.2
Operatives	Male	100.0	7.1	6.9	7.3	18.3	15.9	12.9	37.0	30.4	26.9
	Female	100.0	7.9	5.9	4.6	20.1	14.1	10.5	36.8	29.3	25.2
	Total	100.0	7.3	6.6	6.6	18.8	15.5	12.2	36.9	30.0	26.4
Private	[illegible]ale	100.0	9.9	8.4	13.3	13.1	7.4	6.7	24.8	16.7	12.0
	Female	100.0	10.3	7.7	7.2	16.1	10.2	7.8	28.4	22.5	17.7
	Total	100.0	10.2	7.7	7.4	15.8	10.1	7.8	28.2	22.3	17.6
Service	Male	100.0	10.1	9.0	10.2	18.3	10.2	9.7	25.9	19.9	18.3
	Female	100.0	9.2	9.2	7.7	20.3	13.9	9.7	28.9	25.7	20.2
	Total	100.0	9.8	9.1	8.9	19.0	12.1	9.7	27.0	22.8	19.3
Farm Laborers & Foremen	Male	100.0	32.5	33.8	22.3	23.2	17.1	13.1	21.0	16.9	16.9
	Female	100.0	28.8	21.2	15.6	19.4	12.8	9.5	21.4	20.9	18.2
	Total	100.0	31.9	31.2	21.0	22.6	16.2	12.5	21.1	17.7	17.1
Laborers except Farm & Mine	Male	100.0	8.1	9.6	12.4	17.4	14.3	12.4	32.0	23.9	20.9
	Female	100.0	10.6	8.9	11.5	21.4	13.1	11.6	33.5	26.0	20.3
	Total	100.0	8.1	9.6	12.3	17.5	14.3	12.3	32.2	23.9	20.9
Occupations not Reported	Male	100.0	16.9	13.1	11.7	17.2	12.9	13.7	24.6	23.4	23.3
	Female	100.0	16.4	13.7	12.5	17.9	11.9	11.5	24.1	22.1	19.8
	Total	100.0	16.7	13.3	12.0	17.4	12.6	12.9	24.5	22.8	21.9
All Occupations	Male	100.0	8.3	7.1	6.5	13.4	11.0	9.4	26.6	24.6	22.8
	Female	100.0	9.7	8.4	7.1	18.3	14.8	11.2	30.5	24.9	21.0
	Total	100.0	8.7	7.5	6.7	14.5	12.0	10.0	27.5	24.8	22.2

Table 1. Contd. Percentage distributions of employed workers in the South by age in main occupations, 1940, 1950 and 1960.

Main Occupation and Sex		35-44			44-54			55-64			65 and Over		
		1940	1950	1960	1940	1950	1960	1940	1950	1960	1940	1950	1960
Prof. & Tech.	Male	24.3	26.3	27.3	17.0	16.9	17.1	10.7	10.0	9.4	5.6	5.1	4.0
	Female	21.7	28.5	23.0	11.5	19.1	24.9	4.9	8.5	13.0	1.5	2.4	3.6
	Total	23.0	27.3	25.5	14.4	17.8	20.4	7.9	9.3	10.9	3.6	3.9	3.8
Farmers, Farm mgrs.	Male	21.3	23.4	19.4	21.5	20.5	26.6	16.8	17.0	22.4	10.5	11.8	14.7
	Female	21.9	22.4	19.3	28.7	26.3	27.0	22.5	20.4	24.3	14.3	13.4	14.1
	Total	21.3	23.4	19.4	21.7	20.6	26.7	17.0	17.1	22.5	10.6	11.9	14.6
Managers	Male	27.5	29.3	28.2	24.3	24.7	26.9	14.6	15.0	16.6	6.5	6.3	6.0
	Female	29.4	31.2	26.2	25.8	27.0	31.9	13.9	14.4	19.4	4.8	4.9	6.6
	Total	27.7	29.7	27.9	24.5	25.0	27.7	14.5	14.9	17.0	6.3	6.1	6.1
Clerical	Male	22.7	20.2	22.5	15.5	15.6	15.8	7.5	10.3	10.5	2.2	3.6	4.1
	Female	20.3	20.2	23.7	8.0	11.9	16.0	2.4	4.1	7.3	.4	.8	1.5
	Total	21.5	20.2	23.3	11.8	13.3	15.9	5.0	6.4	8.3	1.3	1.9	2.3
Sales	Male	22.0	22.0	23.4	14.9	15.4	18.1	8.3	9.5	11.5	3.3	4.7	5.3
	Female	21.9	25.7	24.2	13.2	18.3	26.0	5.5	8.3	14.5	1.2	2.2	4.2
	Total	22.0	23.3	23.6	14.4	16.4	21.0	7.5	9.1	12.6	2.7	3.8	4.9
Craftsmen, Foremen	Male	27.5	27.5	28.0	20.4	19.3	22.7	10.7	10.5	12.2	3.2	3.2	2.8
	Female	26.4	29.7	29.9	17.1	18.6	24.2	7.4	8.4	11.4	2.2	2.2	3.2
	Total	27.5	27.5	27.9	20.3	19.3	22.8	10.7	10.4	12.2	3.2	3.2	2.8
Operatives	Male	21.9	25.0	24.2	10.7	14.2	18.6	4.0	6.1	8.6	1.0	1.5	1.5
	Female	20.8	28.2	29.2	10.0	15.0	20.4	3.5	6.1	8.2	.9	1.4	1.9
	Total	21.6	25.9	25.6	10.5	14.4	19.1	3.9	6.1	8.5	1.0	1.5	1.6
Private Household Workers	Male	20.7	22.8	15.1	15.5	21.8	21.5	9.3	14.1	20.0	6.7	8.8	11.4
	Female	22.4	25.7	22.7	13.9	19.9	23.2	6.3	10.1	15.6	2.6	3.9	5.8
	Total	22.3	25.5	22.5	14.0	20.0	23.0	6.6	10.3	15.7	2.9	4.1	6.0
Service Workers	Male	20.2	20.7	18.6	14.0	19.3	20.0	8.0	14.1	16.4	3.5	6.8	6.8
	Female	19.3	24.6	25.8	12.9	16.1	21.9	6.9	8.2	11.6	2.5	2.3	3.1
	Total	19.8	22.6	22.5	13.6	17.7	21.0	7.6	11.2	13.8	3.2	4.5	4.8
Farm Laborers & Foremen	Male	10.1	12.7	15.4	6.5	9.1	16.4	4.3	6.1	11.1	2.4	4.3	4.8
	Female	14.7	20.5	22.1	9.7	14.6	20.4	4.4	7.4	10.7	1.6	2.6	3.5
	Total	10.8	14.3	16.6	7.0	10.2	17.1	4.3	6.4	11.1	2.3	4.0	4.6
Laborers except Farm & Mine	Male	21.7	22.5	20.1	12.7	16.8	18.8	5.9	9.2	11.8	2.2	3.7	3.6
	Female	19.6	25.8	24.3	9.9	16.7	20.0	3.7	7.2	9.5	1.3	2.3	2.8
	Total	21.7	22.6	20.3	12.6	16.8	18.8	5.8	9.1	11.8	2.1	3.7	3.6
Occupations not Reported	Male	17.1	19.1	20.4	12.0	14.3	16.8	7.3	9.9	10.6	4.9	7.3	3.5
	Female	17.4	21.4	20.7	12.3	15.8	18.6	7.3	9.2	11.7	4.6	5.9	5.2
	Total	17.2	20.0	20.5	12.1	14.9	17.5	7.3	9.6	11.0	4.8	6.8	4.2
All occupations	Male	21.0	23.7	23.7	15.9	17.4	20.5	9.9	10.9	12.5	4.9	5.3	4.6
	Female	20.9	25.0	24.5	12.6	16.7	21.4	5.8	7.8	11.4	2.2	2.4	3.4
	Total	21 0	24.0	24.0	15.1	17.2	20.8	8.9	10.0	12.1	4.3	4.5	4.2

which favored entry of women or retention of experienced workers, both male and female, who were past their prime years, physically. Also, increases in relative percentages of younger persons who remained in school accentuated the distribution of workers employed in higher age classes.

Where age percentage distributions decreased, as among younger male workers, it was due largely to increased enrollment and more years spent in education and training, and much higher requirements for young men in military service. In the nation, school percentage enrollment of persons from 5 up to 20 years of age increased from 71.2 to 81.8 percent between 1940 and 1960. For males 20 years of age, percentages of school enrollment were nearly doubled, and in 1960 stood at 23.5 percent for the nation and 21.3 for the South. Even in the 25 to 29 year age class 6.1 percent of the males in the nation and 5.4 percent in the South were enrolled in 1960.[2] These sanguine developments in regard to education and training time being invested in preparation of the future labor force are seldom mentioned, when publicity is focused on problems of teenage unemployment and high school dropouts.

Another indirect but definite factor in age distribution of the employed is variations in birth rates in past years, notably the lowered birth rates of Great Depression years. In the census of 1960, survivors among persons born during 1930 to 1939 had matured to become current members of the 20-29 year age class. Details of birth rates will not be recounted here, but it may be noted that population levels in both the 20-24 and 25-29 year classes were lower in 1960 than in 1950.

In the nation, the 20-24 year class in 1960 was 6.2 percent smaller than the same age class in 1950. In the South, this age class decreased by 5.7 percent. Nationwide, during the same period, the 25-29 year class decreased

---

[2]U. S. Census of Population, 1960, U. S. Summary, Tables 165 and 273.

by 11.3 percent and in the South by 10.4 percent. Every other age class in the population, within labor force ages, was larger in 1960 than in 1950.[3]

In this discussion only the supply effects in 1960 have been shown, but the smaller cohort born during the Great Depression may easily be traced through time. In 1970, national population in the 30-39 year class; in 1980, the 40-49 class; and so on, will be significantly smaller than levels in the respective classes at the preceding census, provided that exceptional changes do not occur in expected mortality rates or through migration.

Age Distribution Within Occupations

Figure 2 shows the percentage distribution by age in each main occupation in the South in 1960. The age structure for each occupation is so clearly apparent that the brief discussion is concerned with principal differences among occupational distributions.

The highest percentage of age-specified distribution in the youngest class, 14-19 years of age, is among farm laborers. Non-farm laborers and clerical workers also are relatively young and in both cases the highest percentage for a single age group is in the 25-34 age class. Among farm operators and non-farm managers and proprietors, distribution of employment under age 25 is very low. These are two occupations in which entry often depends upon accumulation of work experience and capital resources, which requires some time.

Among professional people, managers, and craftsmen, percentage distributions are low initially while education and experience are being obtained, but rise rapidly after 25 years of age. Operatives, the largest group, also follow somewhat this general pattern but their employment dis-

---

[3]Computed from data in U. S. Census of Population, U. S. Summary, 1960, Table 158 and regional population aggregated from State Table 15 (1950) and Table 37 (1960).

tribution below age 25 is much higher than for managers and professional workers, for education and training time are less critical initial employment prerequisites.

Sales workers, farm operators, private household workers, and service workers have relatively high percentages in age classes over 35 years. Farmers, of whom nearly two-thirds are over 45 years, usually have most of their capital resources invested in land, livestock and equipment, and therefore are not easily transferable to other occupations even in face of continued declines in farm employment.

The nature of industry growth has much to do with changes in age distribution over time in several occupations. For example, growth has been high in sectors which employ relatively large numbers of professional, technical and clerical workers. Well educated young people have little difficulty finding employment in these occupations, and the influx of young adults has helped to keep down the median ages. The reverse is true in industries where employment is declining, such as agriculture, while in sales and service occupations the suitability of older men and women for light, semi-skilled work has raised the median ages. This aspect will be discussed in the next sub-section.

Median Ages

Median ages of workers in main occupations in the South and in the U. S. are shown for the period of 1940-1960, in Table 2. This assists in summarizing the changes in age distribution. Some differentials in distribution by sex also are more apparent. There has been little change in rank among occupations in the order of median ages, but median ages have increased since 1940 in nearly all occupations. The changes in the United States have been less than in the South, but median ages in the nation still are generally higher. The increases have been much greater for women workers than for men. In the nation, the increase in median age for males was 2.3 years, while in

the South it was 3.3 years. For women, the increase was 8.1 years in the nation and 7.2 years in the South. The explanations presented as to changes in age percentage distributions also are applicable to changes in median ages. In 1960, median ages of all employed males were 40.6 years in the nation and 39.1 years in the South. At 50.2 years, farmers and farm managers had by far the highest median age. Other occupations well above the overall regional median were household and service workers and managers. Craftsmen and foremen, at 40.6 years, were 1.5 years above the overall median. Farm laborers, with 33.6 years, had the lowest occupational median, but it had risen sharply from 24.8 years in 1940. The greatest increase, 10.2 years, was in private household workers, but only negligible numbers of males are employed in this occupation group.

Median age was reduced slightly between 1940 and 1960 among male professional and technical workers, and increased only .1 year among managers, whose median age had been 7.0 years above the overall median in 1940. In both of these occupations, the entry of relatively more young persons was evident.

At 39.4 years, the median age of women in the South was slightly higher than for men, but was 1.0 year lower than for women in the nation. The greatest increase in median years between 1940 and 1960 was among female farm laborers. This condition prevailed both in the U. S. and the South, apparently due to older workers remaining after younger women had migrated off farms. In contrast to lower median ages among men, median ages of professional and technical women advanced 9.0 years and the increase for women private household workers and sales workers was even greater. The most probable explanation is continued entry of mature women. Women clerical workers, at 34.4 years, replaced farm laborers as the group having lowest median age among women in 1960.

Table 2. Median ages by occupation and sex, of employed persons in the South and in the United States, 14 years and over, 1940-1960.

MAIN OCCUPATION

MALES	1960		1950		1940		Change 1940-1960	
	South	U.S.	South	U.S.	South	U.S.	South	U. S.
Professional, technical	37.9	38.2	38.2	38.9	38.1	38.7	- .2	- .5
Farmers, farm managers	50.2	49.2	44.5	45.9	44.4	46.6	5.8	2.6
Managers, proprietors	42.9	45.4	43.4	44.6	42.8	44.5	.1	.9
Clerical workers	35.8	38.0	34.9	36.2	34.3	35.2	1.5	2.8
Sales workers	37.1	39.2	35.7	36.9	34.5	35.2	1.9	4.0
Craftsmen, foremen	40.6	41.8	38.8	40.7	39.3	41.4	1.3	.4
Operatives	36.2	38.4	30.6	36.0	31.6	34.0	2.2	4.4
Private H.H. workers	46.3	47.2	42.7	46.2	36.1	38.7	10.2	8.5
Service workers	41.3	43.4	40.3	43.9	33.3	38.7	8.0	4.5
Farm laborers & foremen	33.6	31.2	24.7	26.4	24.8	24.9	8.7	6.3
Laborers	37.1	37.4	34.2	37.3	32.7	34.9	2.2	2.5
Occupation not represented	35.6	37.8	35.3	37.4	31.6	33.9	4.0	3.9
All occupations	39.1	40.6	38.1	39.6	35.8	38.3	3.3	2.3
FEMALES								
Professional, technical	41.3	41.2	38.0	38.1	32.3	33.4	9.0	7.8
Farmers, farm managers	50.7	51.4	48.8	50.4	49.4	52.1	3.3	.7
Managers, proprietors	47.5	47.9	43.3	44.8	45.7	44.3	3.2	3.6
Clerical workers	34.4	36.0	50.5	29.7	29.8	29.9	4.5	6.1
Sales workers	42.8	43.3	36.8	37.2	32.2	29.9	10.6	13.4
Craftsmen, foremen	41.3	43.6	38.0	39.0	36.2	37.2	5.1	6.4
Operatives	38.3	41.1	35.2	36.7	32.6	31.1	7.2	10.0
Private H.H. workers	42.6	44.8	39.7	41.3	33.3	33.6	9.3	11.2
Service workers	39.8	41.7	35.5	38.8	32.1	34.2	5.6	7.5
Farm laborers & foremen	38.0	40.0	32.7	36.2	25.8	26.6	11.4	13.4
Laborers	37.7	39.1	35.8	36.3	30.4	29.2	7.3	9.9
Occupation not represented	38.0	39.7	36.1	37.6	31.5	32.2	5.8	7.5
All occupations	39.4	40.4	36.8	36.4	32.2	32.3	7.2	8.1

U.S. Census of Population Reports: U.S. Summary, 1960, Table 204; 1950, Table 127; 1940, Table 61. Regional data aggregated from tables by States: 1940, Table 10; 1950, Table 76; 1960, Table 123.

EMPLOYMENT PARTICIPATION RELATIONSHIPS

As defined previously, occupational employment participation rates indicate proportions of persons within specified age classes of the population who are employed in the main occupations. These rates which pertain to occupations are much lower in all cases than age percentage distribution of employed workers, because the entire population in labor force ages is never fully employed. In 1960, 68.3 percent of the males in the South who were 15 years of age and over were employed in civilian jobs.[4] Among females of these ages, 32.2 percent were employed. The remainder in both sexes either were (1) unemployed and seeking work, or (2) in military service, or (3) not classified as members of the labor force.

Employment participation rates are not self-explanatory. For thorough analysis, information must be available as to industry growth, changing production technologies, education and training activities and achievements, defense manpower demands, and location, composition and growth of the population itself. However, participation rates are important socio-economic indicators, for they reflect the combined action of many economic and social influences upon the utilization of human resource potentials.

Trends in Overall Employment Participation

Between 1940 and 1960, trends in overall employment participation rates generally paralleled trends in workers' age distribution examined in the preceding chapter, and for the same reasons. Overall civilian employment participation of males in the South decreased from a rate of 72.3 percent in 1940 to 68.3 percent in 1960, while among females, participation

---

[4]Due to difficulty in separating and tracing a single-year cohort through time, the 14-year age class, normally tabulated in the labor force, has not been included in these estimates. Employment participation at this age is very low. In the 1960 census only 9.0 percent of the nation's 14-year class were in the labor force, including farm and part-time jobs. They comprised only .3 percent of all employed workers. U.S. Summary, 1960,Table 194.

increased from 21.7 to 32.2. In absolute terms, this indicates that about 600,000 more males in the South of labor force ages were in school or in military service in 1960. than there would have been. if 1940 employment participation rates had applied. On the other hand, about 2.6 million more women were employed in the South in 1960, and availability of about 1.8 million of these to the labor force can be attributed to their increased participation in paid employment.

Table 3 presents details of employment participation in the South from 1940 to 1960, both for overall employment and by main occupations. These overall employment rates are further illustrated, Figure 3. The remaining charts, Figures 4 to 15, are concerned with separate main occupations, which are treated in the next chapter.

For males, it is evident that overall employment participation rates decreased significantly between 1940 and 1960 in the 15-19 and 20-24 year classes. In the 25-34 year class there was a minor decline, with the participation rates falling from 84.7 to 84.1. These ages, under 35, are those closely associated with school enrollment and military service.

In the 35-44 and 45-55 year classes, which normally are the years of highest labor force activity, there were substantial increases in male employment participation, most of which can be attributed simply to economic growth and more opportunities for non-farm employment. Between the 1940 and 1960 census reports, unemployment (exclusive of employment on emergency work projects) in the nation dropped from 9.6 to 5.1 percent of the labor force. Lowest unemployment rates among all age classes in 1960 were in the 35 to 54 year classes, where the unemployment was only 3.7 to 4.3 percent.[5]

---

[5]U. S. Census of Population. U. S. Summary, (1960), Table 194.

Table 3. Occupational employment participation rates in the South 1940-1960: Employment as percentages of total population in specified age groups, 15-years and over.

MALES

Occupation	Total All Ages, 15+			Ages 15-19			Ages 20-24			Ages 25-34		
	1940	1950	1960	1940	1950	1960	1940	1950	1960	1940	1950	1960
Professional, Tech.	2.758	4.131	5.718	.131	.353	.537	1.763	3.090	4.778	4.045	6.028	9.942
Farmers	18.714	13.223	5.394	1.652	2.119	.859	10.502	6.877	1.795	17.559	11.625	3.271
Managers,proprietors	5.656	6.990	7.470	.181	.319	.305	1.886	2.290	2.524	5.529	6.475	7.289
Clerical workers	2.886	3.412	3.891	.916	1.415	2.059	3.711	4.688	5.286	3.887	4.541	5.474
Sales workers	3.380	4.231	4.532	1.661	2.941	3.421	3.747	4.265	3.901	4.407	5.387	5.554
Craftsmen, foremen	7.238	11.474	12.608	.876	1.881	2.231	4.857	9.213	9.607	8.767	14.745	16.338
Operatives	9.872	13.119	12.924	4.622	6.990	7.253	14.026	18.116	17.589	16.014	18.197	19.489
Pvt. H.H. Workers	.537	.169	.131	.336	.112	.127	.549	.111	.088	.588	.132	.084
Services	3.740	3.474	3.712	2.490	2.420	2.784	5.318	3.087	3.617	4.252	3.176	3.636
Farm laborers	10.393	6.104	3.266	21.416	16.240	5.334	19.177	9.211	4.331	9.812	4.823	2.976
Laborers	6.702	6.825	5.758	3.555	5.073	5.210	9.076	8.473	7.164	9.420	7.419	6.475
Occ. not reported	.429	.941	2.864	.451	.957	2.461	.580	1.058	3.951	.470	1.011	3.576
All Occupations	72.305	74.093	68.268	38.287	40.820	32.582	75.192	70.479	64.633	84.748	83.631	84.103
Pop. Levels(thousands)	12,831	14,216	15,896	1,917	1,728	2,065	1,656	1,649	1,590	2,929	3,113	2,979
Tot. Empl.(thousands)	9,278	10,534	10,852	734	705	673	1,245	1,162	1,028	2,483	2,603	2,506

FEMALES

Professional, Tech.	2.477	3.053	3.974	.428	.650	.719	3.586	3.860	4.709	4.062	3.350	4.689
Farmers	.711	.403	.278	.030	.092	.081	.134	.123	.078	.288	.206	.137
Managers, proprietors	.738	1.156	1.269	.036	.089	.079	.240	.411	.381	.662	.915	.826
Clerical workers	2.732	5.379	7.749	1.421	4.342	5.646	5.113	11.443	14.829	4.204	6.988	10.268
Sales workers	1.188	2.150	2.432	.754	2.319	2.300	1.706	2.155	1.614	1.495	2.008	1.754
Craftsmen, foremen	.110	.275	.317	.022	.092	.091	.099	.258	.240	.147	.325	.349
Operatives	3.321	4.506	5.021	1.764	2.212	1.910	4.994	5.447	5.638	5.201	5.969	6.726
Pvt. H.H. Workers	5,869	3.875	4.343	3.960	2.503	2.599	7.056	3.392	3.639	7.137	3.951	4.102
Services	2.077	3.276	4.358	1.278	2.538	2.802	3.148	3.927	4.531	2.566	3.803	4.684
Farm laborers	2.028	1.566	.666	3.643	2.795	.863	3.031	1.325	.678	1.903	1.488	.648
Laborers	.170	.199	.169	.121	.149	.161	.276	.225	.210	.248	.235	..183
Occ. not reported	.228	.534	1.610	.234	.620	1.671	.309	.556	1.981	.239	.542	1.705
All Occupations	21.652	26.372	32.187	13.688	18.473	18.922	29.693	33.522	38.527	28.153	29.780	36.071
Pop.Levels(thousands)	13,046	14,705	16,881	1,936	1,701	1,963	1,749	1,715	1,582	3,059	3,256	3,179
Tot.Empl.(thousands)	2,825	3,879	5,433	265	314	371	519	574	609	861	970	1,147

Table 3. Contd. Occupational employment participation rates in the South 1940-1960: Employment as percentages of total population in specified age groups, 15-years and over.

MALES

Occupation	Ages 35-44			Ages 45-54			Ages 55-64			Ages 65+		
	1940	1950	1960	1940	1950	1960	1940	1950	1960	1940	1950	1960
Professional, Tech.	3.725	5.545	8.274	3.340	4.723	5.971	3.137	3.998	4.617	1.941	2.192	2.021
Farmers	22.163	15.785	5.537	28.568	18.316	8.822	33.439	21.797	10.415	24.850	16.291	6.941
Managers, proprietors	8.663	10.434	11.162	9.791	11.676	12.320	8.774	10.177	10.659	4.628	4.581	3.950
Clerical workers	3.639	3.517	4.658	3.188	3.612	3.776	2.312	3.428	3.537	.803	1.284	1.403
Sales workers	4.152	4.779	5.621	3.593	4.427	5.057	2.978	3.929	4.514	1.401	2.087	2.129
Craftsmen, foremen	11.072	16.094	18.703	10.511	14.981	17.563	8.271	11.686	13.262	2.963	3.839	3.057
Operatives	12.044	16.814	17.389	7.529	12.687	15.449	4.222	7.853	10.135	1.200	2.052	1.830
Pvt. H.H. Workers	.623	.201	.106	.597	.256	.174	.536	.238	.227	.456	.159	.132
Services	4.196	3.692	3.681	3.726	4.551	4.553	3.195	4.774	5.281	1.684	2.459	2.228
Farm laborers	5.962	4.018	2.700	4.941	3.821	3.329	4.836	3.691	3.170	3.270	2.808	1.402
Laborers	8.102	7.888	6.172	6.067	7.803	6.673	4.200	6.101	5.904	1.832	2.643	1.827
Occ. not reported	.413	.922	3.105	.373	.917	2.960	.337	.910	2.640	.270	.724	.889
All occupations	84.754	89.709	87.108	82.223	87.769	86.648	76.238	78.582	74.359	45.295	41.120	27.809
Pop.Levels(thousands)	2,309	2,790	3,005	1,801	2,102	2,597	1,206	1,466	1,846	1,013	1,368	1,812
Tot. Empl.(thousands)	1,957	2,503	2,618	1,481	1,845	2,250	920	1,152	1,373	459	563	504

FEMALES

Professional, Tech.	2.941	4.430	4.832	2.112	3.979	6.131	1.374	2.565	4.267	.480	.707	1.099
Farmers	.853	.459	.285	1.510	.722	.461	1.798	.812	.558	1.327	.528	.305
Managers,proprietors	1.186	1.834	1.760	1.415	2.127	2.505	1.154	1.642	2.029	.460	.557	.649
Clerical workers	3.034	5.559	9.739	1.626	4.378	7.689	.736	2.163	4.657	.150	.414	.910
Sales workers	1.428	2.821	3.125	1.163	2.703	3.932	.730	1.778	2.910	.187	.460	.788
Craftsmen, foremen	.158	.415	.502	.138	.349	.475	.091	.228	.299	.031	.060	.078
Operatives	3.789	6.490	7.776	2.459	4.633	6.332	1.308	2.714	3.411	.403	.627	.735
Pvt. H.H. Workers	7.234	5.069	5.225	6.070	5.286	6.226	4.197	3.852	5.577	1.959	1.495	1.968
Services	2.197	4.116	5.931	1.985	3.613	5.927	1.613	2.664	4.183	.668	.731	1.057
Farm Laborers	1.681	1.649	.785	1.509	1.570	.842	1.028	1.149	.589	.430	.408	.182
Laborers	.185	.263	.218	.126	.227	.210	.072	.143	.133	.028	.045	.036
Occ. not reported	.220	.592	1.770	.212	.586	1.861	.189	.491	1.555	.138	.314	.654
All occupations	24.905	33.698	41.948	20.325	30.175	42.593	14.292	20.221	30.166	6.262	6.345	8.461
Pop.Levels(thousands)	2,383	2,888	3,192	1,759	2,155	2,732	1,159	1,491	2,052	1,000	1,499	2,182
Tot.Empl.(thousands)	593	973	1,339	358	650	1,163	166	302	619	62	95	185

Computed from U.S. Census Reports for the respective States : 1960 Tables 17 and 123, 1950, Tables 16 and 76; 1940, Tables 6 and 61.

At ages above 55 years, male employment participation was reduced between 1940 and 1960, markedly in case of males 65 years and over, where participation rates fell from 45.3 percent in 1940 to 27.8 percent in 1960. These changes contrast with the percentage distribution by age among the employed, which was noted as rising in the middle aged classes, and was virtually unchanged above 65 years.

Explanation lies partly in the fact longevity is increasing. More persons live to enjoy retirement, and operation of social security and retirement plans make working in old age less urgent. However, geographical in-migration of older persons from other regions to the South had an immediate effect on reducing employment participation rates in older age classes. Between 1950 and 1960, estimated net out-migration from the South in ages 15 to 54 was 1,164,000 persons. But in ages above 54 years, there was net in-migration of 235,000 persons.[6] In Florida alone during that decade estimated net in-migration of persons of 65 years and over amounted to 256,000 persons, very few of whom could be expected to participate in the labor force.

Among females, employment participation increased in every age class, rising from an overall rate of 21.7 in 1940 to 32.2 in 1960. The greatest numerical increase came in the 45-54 year class, where 805,000 more women were employed in the South in 1960 than in 1940, and where participation rates increased from 14.3 to 30.2. The increase in employment participation rate was greatest in the 35-44 year class, where the rate increased from 24.9 to 41.9.

Only brief explanatory coverage can be provided in this study, as to the revolution that is occurring in paid employment of women. They constitute

---

[6]Computed from data by states in Net Migration of the Population, 1950-1960. U.S. Dept. of Agr. in cooperation with Research Foundation, Oklahoma State University, and Area Redevelopment Administration, U.S. Dept. of Commerce, 1965.

a distinctive labor source, in which the nation has very large sums invested as human capital, only a minority of which has been utilized in census-tabulated types of economic production. World War II civilian labor demands brought the potential economic productivity of women into sharp focus. Nearly one-half of all women employed are in the white-collar occupations, but much of the growth in electronics, textiles, food and apparel manufacturing has been due to availability and adaptability of women workers. Now, about nine out of every ten women are likely to work outside the home at some time during the course of their lives.[7]

Armed Forces Employment

Military manpower demands affect participation rates, both by reducing the supply of workers otherwise available for civilian employment, and by relocating troops in areas which may be far removed from their homes and places of normal civilian employment. In census reports, active military personnel serving in an area are recorded as members of that area population at time of tabulation. They are not members of the civilian labor force, although military support generates significant civilian labor demands.

Effects are most marked in the younger labor force ages. In 1960, nearly 70 percent of the armed forces were less than 30 years of age, while only 4 percent were age 45 or older.

The South, with a number of very large military installations, and with traditions and certain income-related economic incentives for military service among native southerners, is in a peculiar position regarding analysis of civilian versus military employment. In 1960, 4.3 percent of males located in the South, over 14 years of age, were in military service, while in the non-South the percentage was only 2.1. Census reports indicated that 1,626,000

---

[7]Womanpower. National Manpower Council, Columbia University Press, 1957.

males were in service in the coterminous United States, of which about 792,000 or nearly one-half, were located in the regional South.[8]

It is estimated that total demobilization of armed forces located in the South in 1960, and their full utilization in civilian employment status in the region, would have raised the southern male employment participation rate from 32.6 percent to about 38 percent in the 15-19 year class. In the male 20-24 year class, the participation rate would have risen from 64.6 percent to about 77 percent, while participation in the male 25-34 age class would have increased from 84.1 percent to more than 90 percent, and there would have been smaller increases at higher ages.[9]

These estimates may be of little import in hypothesizing the overall economic effects of rapid or large scale military demobilization, for much inter-regional movement of discharged service men and their dependents could be expected, and there would be major problems of converting large economic sectors from defense needs to production of civilian goods and services. However, these calculations indicate something of the impact which military service requirements have had upon civilian employment participation rates among males in the South, under census reporting procedures.

Color and Occupational Employment

At this stage in the study series, detailed analysis of racial aspects in occupational employment is not a major objective. However, differentials in distribution of workers by color and in certain occupational employment participation relationships associated with color are so readily apparent that a limited inquiry is appropriate.

Data in Table 4 present occupational distributions of nonwhite workers

---

[8] U. S. Census of Population, 1960. U. S. Summary, Tables 194, 195 and 251.

[9] U. S. Census of Population, 1960, Tables 194, 195 and 251, and participation rates presented in Table 1.

in the South from 1940-1960 as percentages of all workers employed. Numbers in 1940 and 1960 and percentage changes between 1940 and 1960 in numbers of workers employed are shown by main occupation, sex and color in Table 5.

In aggregate, as seen from Table 4, the percentage distribution of nonwhite males declined from 24.0 percent of all males employed in 1940 to 17.5 percent of males employed in 1960. There was a net loss in employment of nonwhite males amounting to 317,730 workers, or -14.3 percent in terms of 1940 employment levels, while white male employment increased by nearly 2 million workers, or 28.1 percent. Substantial numerical gains in employment were recorded among nonwhite males in the occupations of operatives, craftsmen and service workers, but there were combined losses of more than 800,000 male workers in the farm occupations and domestic workers. Migration of many of these workers out of the South was a major cause in decreased overall employment levels among male nonwhites.

In the case of nonwhite females, their aggregate percentage among all women employed dropped from 39.1 in 1940 to 23.3 in 1960, despite a net gain of 158,149 in total nonwhite female workers employed. The most important development among female workers was the rapid increase in employment of white women. This resulted in a gain of 142.1 percent for white females and it overshadowed the modest 14.3 percent gain made in employment by nonwhite women. By far the best numerical gain made among nonwhite females was in the occupation of service workers, but important gains were made also among operatives and technical and professional workers. Nonwhite female clerical workers, who had an employment level of less than 5,000 in 1940, made the greatest percentage gain, nearly 450 percent, but by 1960 female nonwhites represented only 6.5 percent of clerical workers employed in the South.

The preceding data have referred to total employment, without reference to relative numbers of whites and nonwhites in the population of the South. In Table 6, population differentials have been reconciled by computing employ-

Table 4. Distribution of nonwhites as percentages of all persons employed in each main occupation in the South, 1940 to 1960; and number of white workers employed for each nonwhite worker.

Main Occupation	Percentage of nonwhites among all employed			Number of whites employed per nonwhite worker		
	1940	1950	1960	1940	1950	1960
Males						
Professional, technical	9.3	7.1	5.7	9.8	13.2	16.6
Farmers, farm managers	25.7	24.5	17.8	2.9	3.1	4.6
Managers, proprietors	2.8	3.2	2.3	34.7	30.5	42.7
Clerical workers	2.5	4.9	6.5	38.7	19.4	14.4
Sales workers	2.8	2.9	2.3	34.6	33.5	41.2
Craftsmen, foremen	8.7	8.2	8.1	10.5	11.2	11.6
Operatives	17.4	20.5	20.7	4.7	3.9	4.1
Household workers	86.1	78.4	74.3	.2	.3	.3
Service workers	36.3	42.0	39.6	1.6	1.4	1.5
Farm laborers, foremen	40.3	38.2	45.7	1.5	1.6	1.2
Laborers, non-farm	51.7	51.1	48.7	.9	1.0	1.1
Occupation, not reported	19.6	20.6	22.4	3.7	3.8	3.5
Total, males	24.0	27.0	17.5	3.2	3.8	4.7
Females						
Professional, technical	15.2	15.1	14.0	5.6	5.6	6.2
Farmers, farm managers	49.8	52.0	30.1	1.0	.9	3.2
Managers, proprietors	7.1	8.6	6.0	13.0	10.7	15.8
Clerical workers	1.4	1.8	2.7	70.5	53.7	47.2
Sales workers	2.6	3.8	3.3	37.2	25.5	32.3
Craftsmen, foremen	8.1	8.9	9.2	11.1	10.2	9.8
Operatives	12.4	14.6	12.4	7.1	5.8	7.1
Household workers	82.8	85.8	80.8	.2	.2	.2
Service workers	33.7	38.7	35.2	2.0	1.6	1.8
Farm laborers, foremen	72.8	59.5	60.8	.4	.7	.6
Laborers, non-farm	42.1	43.5	38.4	1.4	1.3	1.6
Occupation, not reported	23.8	24.0	23.0	3.2	3.2	3.4
Total, females	39.1	28.0	23.3	1.6	2.6	3.3

U.S. Census of Population. Aggregated and computed from reports for the respective southern states: 1940, Table 10; 1950, Table 75; 1960, Table 122.

Table 5. Numbers of employed workers in the South, 1940-1960, by occupation, color and sex, and percentages of changes.

Main Occupation Males	White Workers				Non-White Workers			
	Numbers			Percent Change	Numbers			Percent Change
	1940	1960	Change		1940	1960	Change	
Professional,Technical	321,122	857,960	536,838	167.2	32,725	51,592	18,867	57.7
Farmers, Farm Managers	1,784,844	705,755	-1,079,089	- 60.5	616,664	152,640	-464,024	-75.2
Managers, Proprietors	705,450	1,160,622	455,172	64.5	20,321	27,176	6,855	33.7
Clerical Workers	361,122	580,524	219,402	60.6	9,328	40,414	31,086	333.3
Sales Workers	422,972	707,291	284,319	67.2	12,231	17,179	4,948	40.5
Craftsmen, Foremen	848,275	1,884,784	1,036,509	122.2	80,562	161,995	81,433	101.1
Operatives	1,047,230	1,736,681	689,451	65.8	221,000	426,320	205,320	92.9
Household Workers	9,652	5,387	-4,265	-44.2	59,760	15,566	-44,194	-74.0
Service Workers	306,021	358,570	52,549	17.2	174,744	234,884	60,140	34.4
Farm Laborer, Foremen	815,368	285,517	-529,851	-65.0	553,766	240,087	-313,679	-56.6
Laborers, Non-farm	416,431	472,740	56,309	13.5	444,961	448,835	3,874	.9
Occupations not reported	44,881	355,600	310,719	692.3	10,954	102,598	91,644	836.6
Totals, Male	7,083,368	9,071,431	1,988,063	28.1	2,237,016	1,919,286	-317,730	-14.2

Table 5. continued on next page

Table 5. continued from preceding page

Main Occupation Females	White Workers				Non-White Workers			
	Numbers			Percent Change	Numbers			Percent Change
	1940	1960	Change		1940	1960	Change	
Professional,Technical	274,215	577,548	303,333	110.6	49,012	93,875	44,863	91.5
Farmers,Farm Managers	46,566	32,453	-14,113	30.3	46,192	14,560	-31,632	-68.5
Managers, Proprietors	89,404	201,554	112,150	124,9	6,881	12,758	5,877	85.4
Clerical Workers	351,492	1,285,246	933,754	265.7	4,983	27,224	22,241	446.3
Sales Workers	150,982	399,904	248,922	164.9	4,062	12,368	8,306	204.5
Craftsmen, foremen	13,052	48,660	35,608	272.8	1,174	4,951	3,777	321.7
Operatives	379,835	744,046	364,211	95.9	53,586	105,101	51,515	96.1
Household Workers	131,773	141,035	9,532	7.2	636,173	594,181	-41,992	-6.6
Service Workers	179,805	478,445	298,640	166.1	91,373	259,419	168,046	183.9
Farm Laborer, Foremen	74,016	44,330	-29,686	-40.1	198,593	68,698	-129,895	-65.4
Laborers, Non-farm	13,069	17,620	4,551	34.8	9,490	10,996	1,526	16.1
Occupation not reported	23,036	210,440	187,404	813.9	7,178	62,715	55,537	773.7
Totals, Female	1,727,245	4,181,281	2,454,036	142.1	1,108,697	1,266,846	158,149	14.3

U.S. Census of population. Aggregated and computed from reports from the respective southern states: 1940, Table 10; 1950, Table 75; 1960, Table 122.

ment-to-population participation rates separately for the white and nonwhite populations of the South in 1960. This refinement permits more realistic presentation of nonwhite occupational employment, but the same general employment patterns are evident as those which may be noted in the overall distribution data of Tables 4 and 5. Relatively few nonwhites are employed in the white collar and skilled occupations, but they are heavily represented in the semi-skilled and low-skilled occupations.

Also in Table 6, the ratio of white employment participation relative to nonwhite participation has been computed for each main occupation. A single example will suffice to show general relationships between overall employment and employment participation rates. In Table 4, the percentage of nonwhite males among all males employed in professional and technical positions in 1960 is recorded as 5.7 percent, which is about one nonwhite for every 17 white persons employed. But in Table 6, the relative ratio between whites and nonwhites in this occupation group indicates that after allowance has been made for differences in color-specified population levels, about 3.83 white males are employed for each nonwhite male.

Similar comparisons may be made for all occupations in regard to either absolute or relative numbers of white and nonwhite workers. A few of the sharpest contrasts include females in the clerical occupation group. Relative to color-specified populations, 15.24 white women are employed for each nonwhite female clerical worker. Among female household workers, the relative employment is only .06 white women for each nonwhite female. Among males, the greatest differentials are in managers, where in relative numbers, there were 9.75 whites for each nonwhite in 1960, and in household workers, where only .08 white men are employed per nonwhite.

Table 6. Employment-to-population participation rates for white and nonwhite workers in the South, 1960, and relative white to nonwhite participation ratios.[a]

Main Occupation	Percentage participation		Relative participation ratio of white to nonwhite workers[a]
	White	Nonwhite	
Males			
Professional, technical	6.62	1.73	3.83
Farmers, farm managers	5.45	5.17	1.05
Managers, proprietors	8.97	.92	9.75
Clerical workers	4.47	1.36	3.29
Sales workers	5.43	.58	9.36
Craftsmen, foremen	14.24	5.48	2.60
Operatives	12.59	14.39	.87
Household workers	.04	.52	.08
Service workers	2.75	7.90	.35
Farm laborers, foremen	2.18	8.04	.27
Laborers, non-farm	3.62	15.13	.24
Occupation not reported	2.73	3.45	.79
Total, males	69.09	64.67	1.07
Females			
Professional, technical	4.26	2.82	1.51
Farmers, farm managers	.24	.44	.54
Managers, proprietors	1.49	.38	3.92
Clerical workers	9.45	.82	15.24
Sales workers	2.94	.37	7.95
Craftsmen, foremen	.36	.15	2.40
Operatives	5.48	3.16	1.73
Household workers	1.03	17.84	.06
Service workers	3.52	7.79	.45
Farm laborers, foremen	.32	2.05	.16
Laborers, non-farm	.13	.30	.43
Occupation not reported	1.53	1.88	.81
Total, females	30.75	38.00	.81

Note: [a]. This is not merely the number of white workers employed or compared to nonwhites employed as shown in Table 4, but relative participation ratios, which make adjustments for the fact that the nonwhite population of labor force ages is much smaller than the white labor force. U.S. Census of Population, 1960. Aggregated and computed from reports for the southern states, Tables 17 and 122.

EMPLOYMENT PARTICIPATION IN MAIN OCCUPATIONS

When main occupations are examined separately, as in Figures 4 through 15, wide differences are noted between their profiles and the patterns of age-specified overall employment participation by the population, which are illustrated in Figure 3. In Figure 2 of the preceding chapter the charts were static presentations of total employment distribution by age classes in each occupation for 1960, while the illustrations in this chapter reflect by age the combined effects of both population and employment in each decennial census since 1940.

In Figure 3 to 15, age is shown on the horizontal axis and percentage participation of the population in civilian employment is measured on the vertical axis. Vertical bars on the left show percentages of total participation in all ages. Solid lines form profiles of the participation rates by age in each census year. Vertical distances between these profiles indicate the magnitude of shifts in employment participation rates between census years. All of these figures were prepared by plotting data contained in Table 2.

Another dimension has been added, where chart space permits, to show the direction of several age-specified cohorts of workers moving through time. These changes are shown by broken lines. Each cohort becomes 10 years older in the next census. Workers who were 25-34 years of age in 1940 were 35-44 in 1950 and 45-54 in 1960. The trends shown in regard to participation by cohorts are for illustrative purposes only.

In the remainder of the chapter, each main occupation is examined briefly. Principal points of emphasis and comparison are (1) overall employment participation, (2) trends in participation by age, (3) differences in participation rates with respect to sex, and (4) indications as to entry and

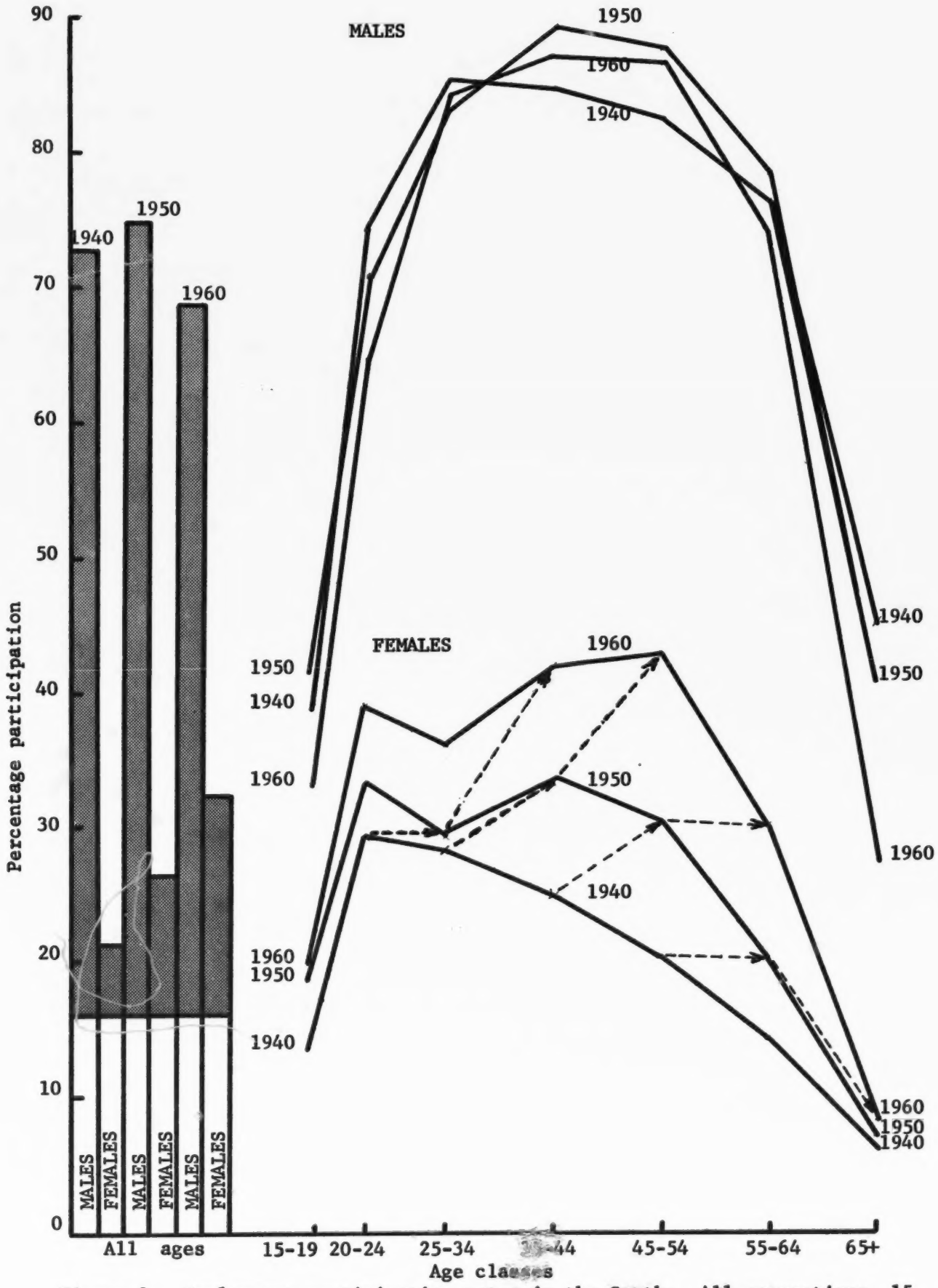


Figure 3. Employment participation rates in the South: All occupations, 15 years and over, 1940-1960.

net inter-occupational mobility and their effects on participation rates.[10]

Professional, Technical and Kindred Workers

These occupations are illustrated in Figure 4. Because of educational prerequisites, both male and female employment is very low in the 15-19 year class, but participation of males rises very rapidly until the mode or peak, which has remained constant since 1940, is reached in the 25-34 year class. This rapid entry of males upon completion of education and pre-employment training has helped to keep down the median age of professional and technical workers, but there is some net in-mobility in this group all the way up to 44 years.

The participation pattern for women is quite different. Net entry of females between 20 and 35 has been only nominal since 1950, but percentages employed in higher ages have been more than doubled since 1940. In 1940, peak participation was in the 25-34 year class; in 1950 it was in the 35-44 year class; and in 1960 it rose to 45-54 years, where, in percentage terms, it was even higher than for men.

Farmers and Farm Managers

Participation of farm operators is illustrated in Figure 5. An outstanding characteristic is the steady increase within a given census year, in participation rates up to the 55-64 year class, beyond which they fall abruptly because of retirement and particularly because of increasing mortality. This 55-64 year class has been the peak age of participation from 1940, both for males and females.

An even more important consideration has been the reduction in percentage participation since 1940 at every age, due to widespread decline

---

[10] Details as to changes in numbers employed by occupation were shown in a previous paper. Comments here as to occupational mobility are from preliminary results of research that will be published in a later section.

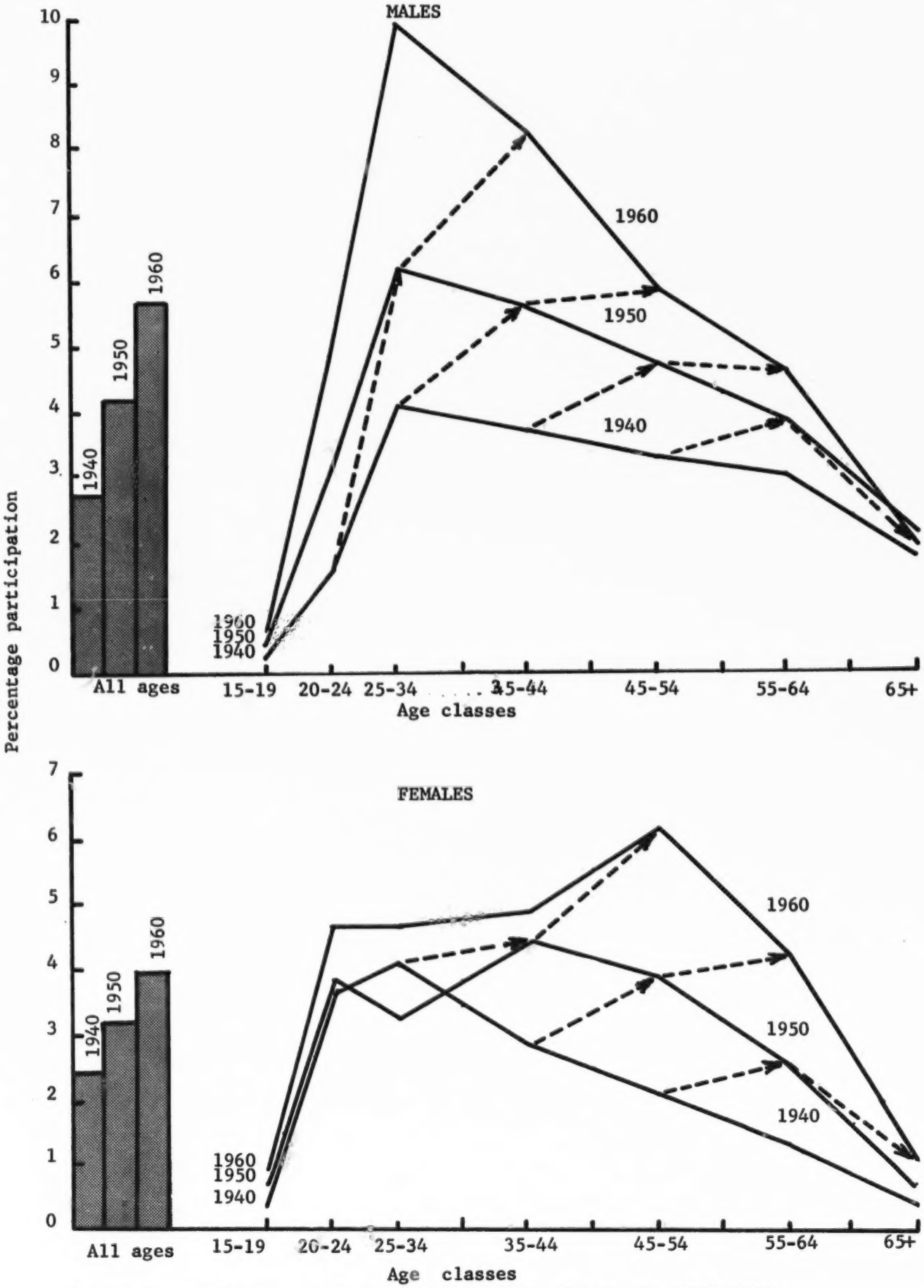


Figure 4. Employment participation rates in the South, 1940-1960: Professional, technical and kindred workers.

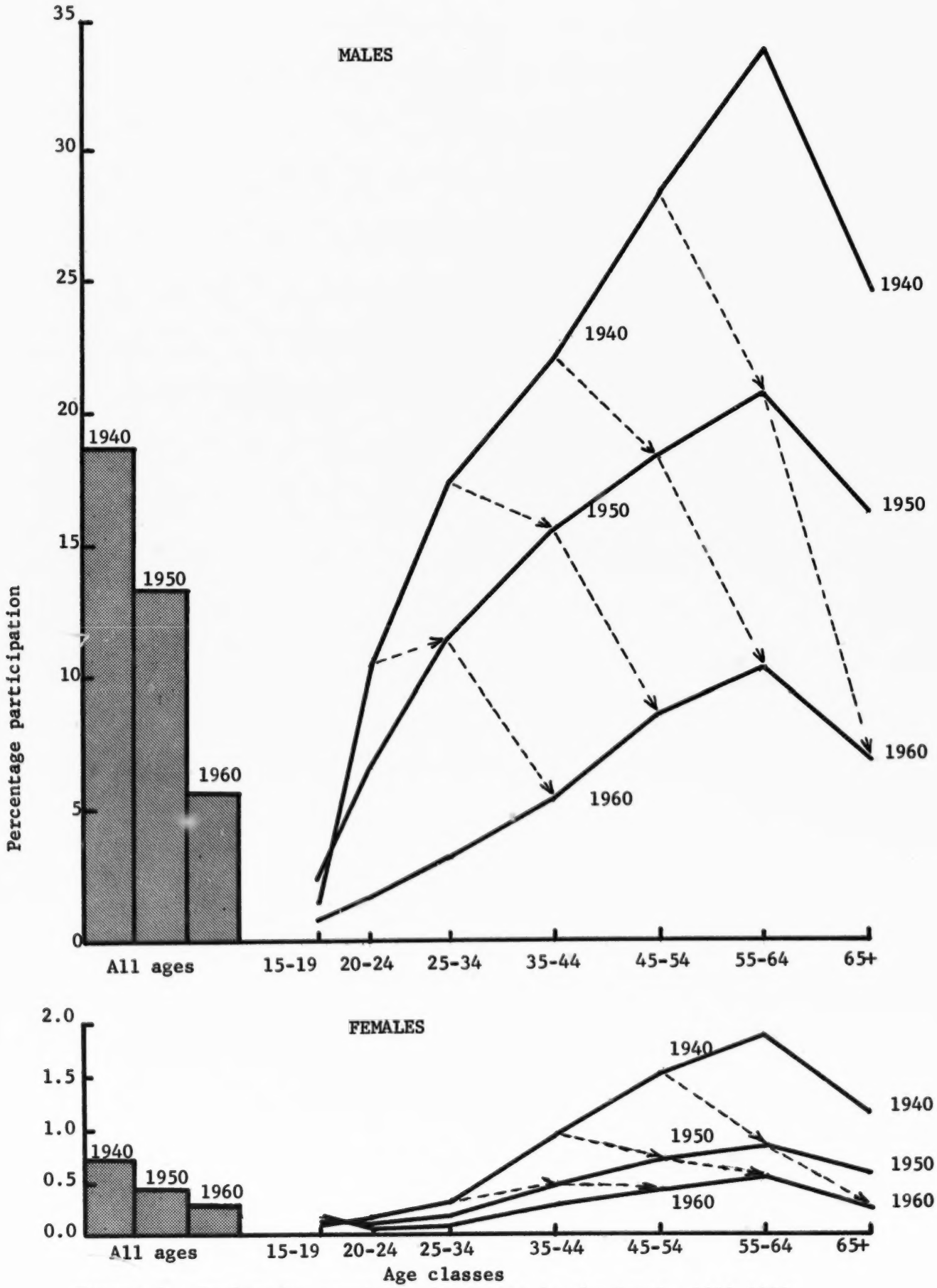


Figure 5. Employment participation rates in the South, 1940-1960: Farmers and farm managers

in farm employment. In 1940, nearly 19 percent of the males over 14 years in the South were farmers. In 1960, overall participation had been reduced to about 5 percent. Farm operation is predominantly a male occupation. By 1960, only slightly more than one-fourth of one percent of the adult females were employed as farm operators.

Managers, Officials and Proprietors (except Farm)

This group is illustrated in Figure 6. The age profiles resemble those for farmers, but peak ages, 45-54, are younger and declines in participation in later years are less precipitous. There has not been so marked an increase in male managers as in the professional and technical occupations, and the greatest participation increases have come between ages 35 to 54, virtually all of which was effected by occupational mobility rather than by new entries.

Relative participation of women as managers is less than one-fourth that of men, and peak ages of their participation has increased from the 45-54 year class in 1940 and 1950 to the 55-64 year class in 1960. At 47.5 years, the median age of women managers is higher than for any other occupation except farmers. Among both males and females, participation as managers represents, to an outstanding degree, occupational adjustments which have occurred incident to maturity and experience.

Clerical and Kindred Workers

These occupations are illustrated in Figure 7. This is another group in which there are major differences in rates between the sexes. Except in the very young and very old age classes, participation percentages of females are about three times as great as for males. Also, the age structure of women in clerical work has been at a peak in the 20-24 year class, with rather sharp reductions in later years in each census period. Among males, the 1960 participation rate was only 5.3 percent in the 20-24 year class, only about one-third the rate for females, but it was not reduced substanti-

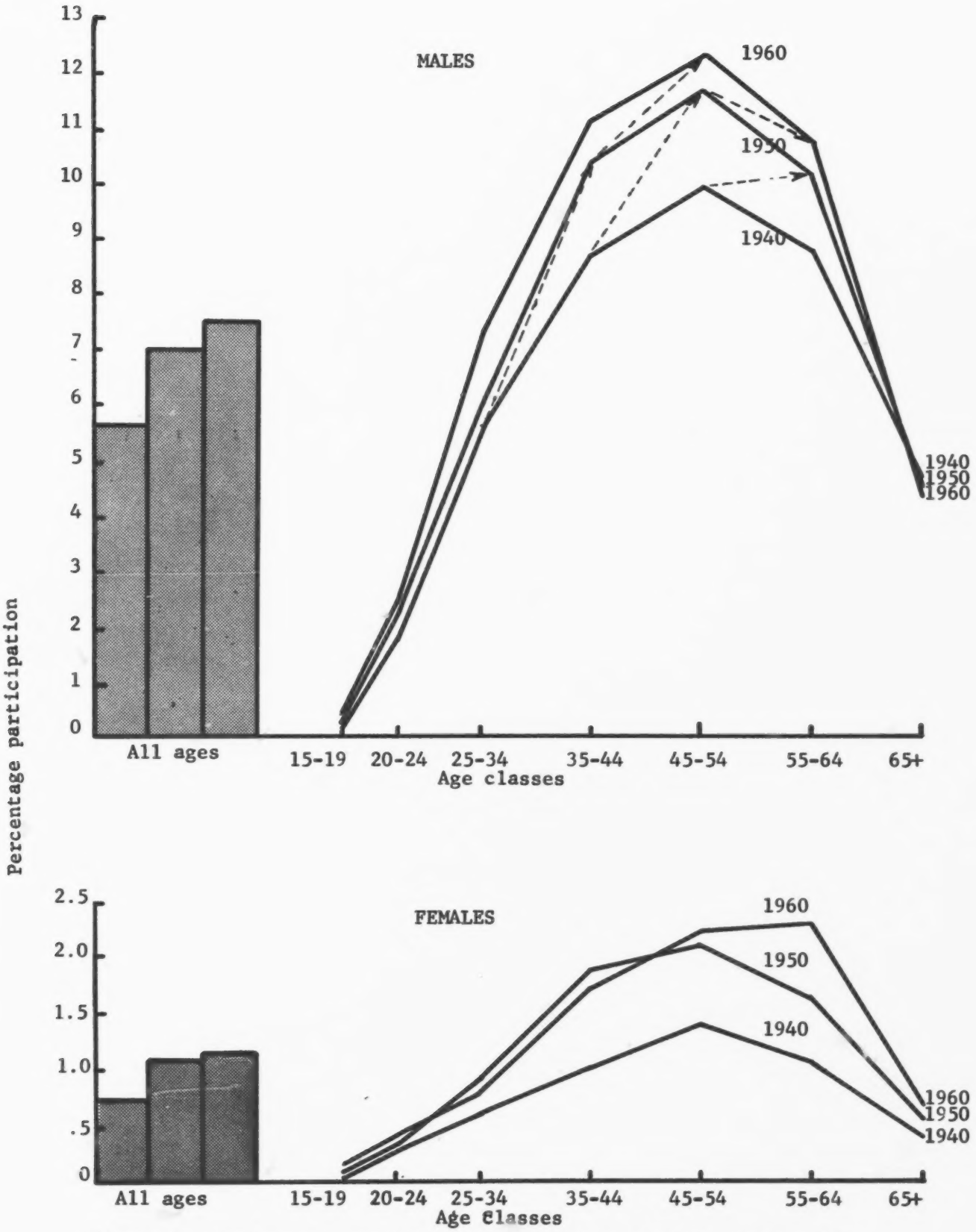


Figure 6. Employment participation rates in the South, 1940-1960: Managers, officials & proprietors, except farm.

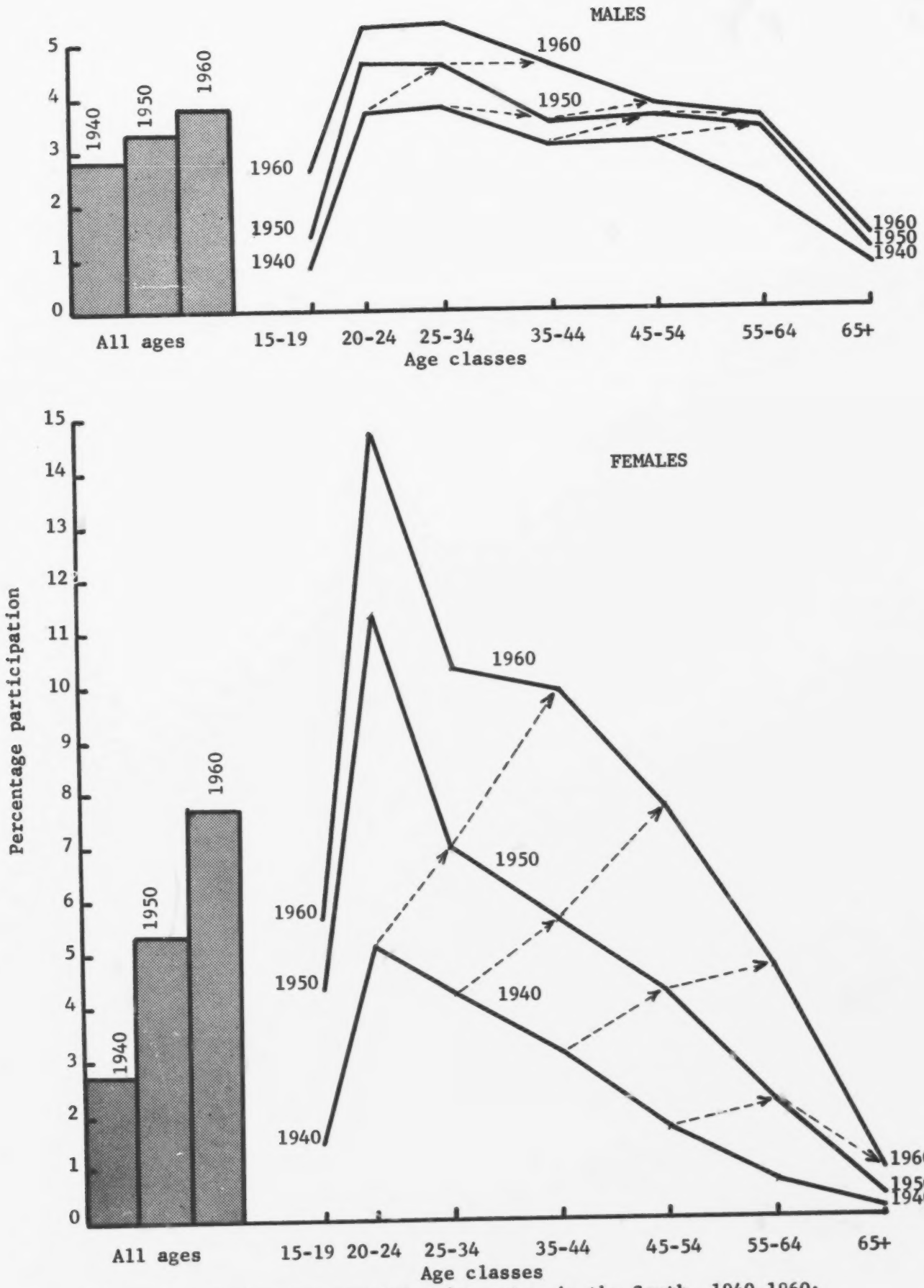


Figure 7. Employment participation rates in the South, 1940-1960: Clerical and kindred workers.

ally until after age 55, and net inter-occupational mobility of male clerical workers was almost negligible.

Between 1940 and 1960, the 179 percent increase in female employment levels in the clerical occupations was greater than in any other group, and in numbers of workers was exceeded only by the operatives group, which had employed more than twice as many workers as the clerical group in 1940. In spite of the sharply declining profiles among women over 25 years of age employed as clerks, higher rates of participation among clerical workers have been evident at every age in each successive census. For example, the participation rate in the 35-44 year class in 1940 was 3.0 percent, and by 1960 had increased to 9.7 percent of the women at that age. In the 20-24 year class, participation increased from a rate of 5.1 in 1940 to 14.8 in 1960.

Sales and Kindred Workers

These occupations are illustrated in Figure 8. In 1940, this was the smallest occupation group and it had advanced only from 5.2 to 6.9 in percentage distribution by 1960. However, in these two decades it passed farmers, farm laborers, laborers and private household workers in terms of numbers employed. The age profile for males was shifted upwards moderately, the main increases coming in the 35-64 age classes.

There were much more pronounced changes in percentage participation of women, with peak ages of participation shifting from the 20-24 year class in 1940 to the 45-54 age class in 1960. In the latter age class, the female participation rate increased from about 1.2 percent in 1940 to nearly 4.0 percent in 1960. Routine sales work does not require extensive training, and the availability of mature women who were willing to work at low wages

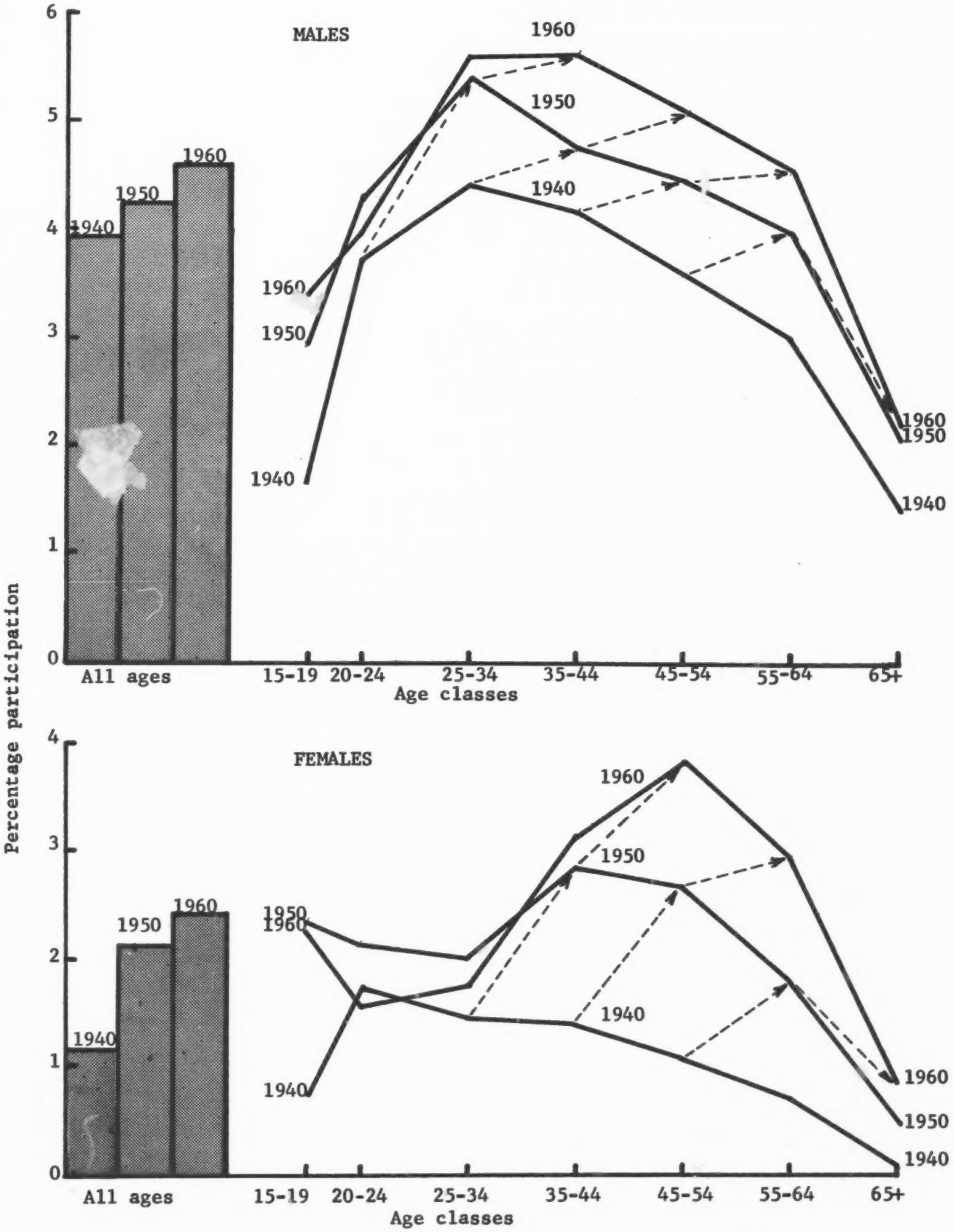


Figure 8. Employment participation rates in the South, 1940-1960: Sales and kindred workers.

has had much to do with shifting the age structure in this group.[11]

Craftsmen, Foremen and Kindred Workers

Male participation in these occupations is illustrated in Figure 9. Female employment is so low that age-specified percentage participation could not be shown effectively on this chart. The age profile of employment participation in this group conforms more closely in shape to the profile for overall male employment than that of any other occupation. Upward shifts in participation rates for craftsmen and foremen have been most pronounced in the 35-44 year class, which has been the locus of peak participation in all three census years from 1940.

By almost any criterion other than college education, preparation for employment in this manually skilled occupation group poses some of the most important problems involving occupational training and industrial growth. In the past, apprentice training has made major contributions, but percentage of employment participation at ages 20-24 has been nearly doubled between 1940 and 1960. This indicates that increased emphasis on formal training in secondary schools and technical institutes may be responsible for providing trained craftsmen at earlier ages than has been possible through apprentice training or upgrading after extended experience in a semi-skilled status.

However, the great majority of craftsmen and foremen are workers who have moved up from a lower-skilled occupation, either with or without the benefit of additional formal training. It may be noted in Table 3 that employment participation in 1940 in the male 20-24 year cohort was less than 5 percent, while at ages 25-34 it was less than 9 percent. In 1960, this cohort was a part of the 35-44 age class, and employment participation had in-

---

[11] In 1959, median incomes for women sales workers was $1,498, which was only 66.4 percent of median incomes for all employed women, and only 30.0 of median incomes of male sales workers. U. S. Census of Population, U. S. Summary 1960. Computed from Table 208.

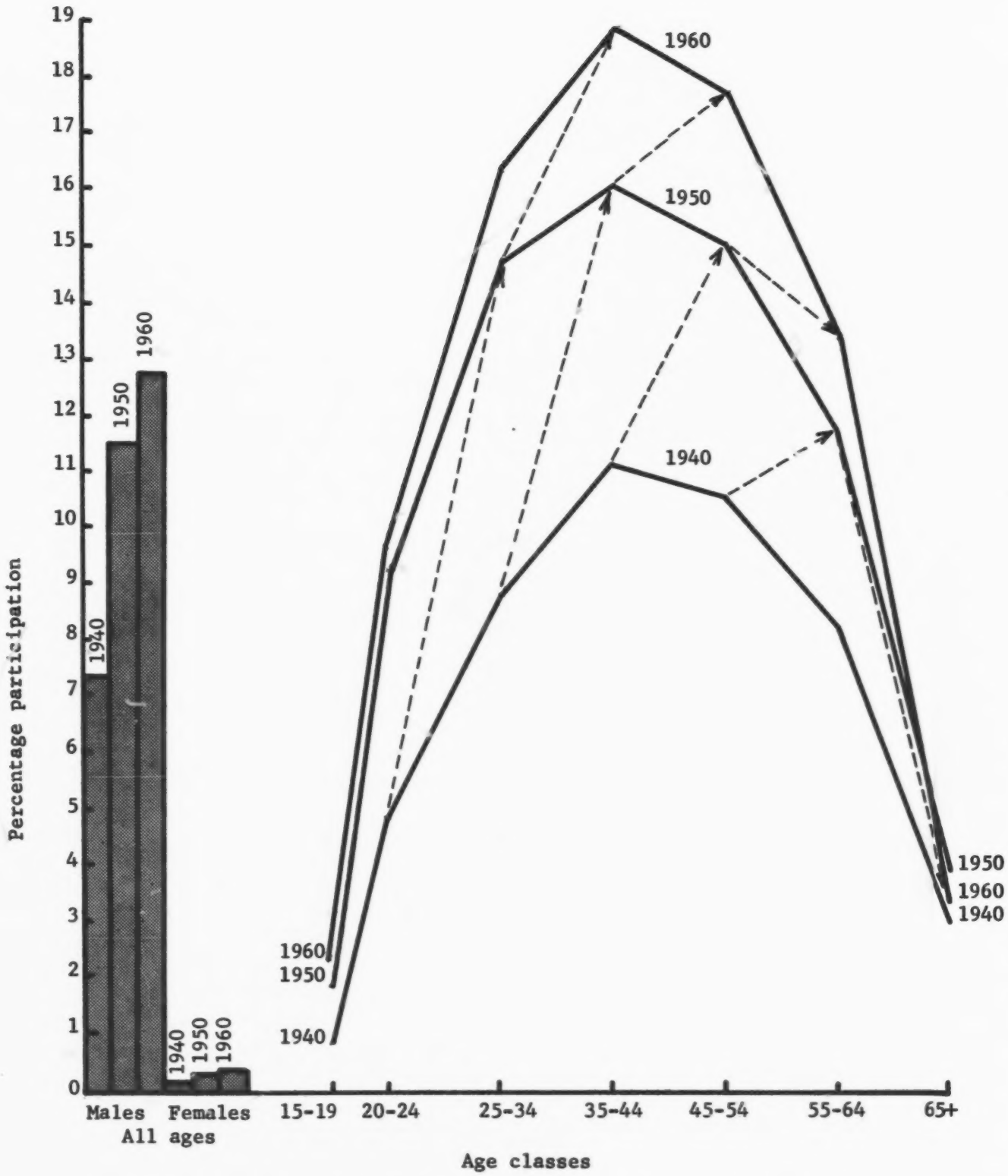


Figure 9. Employment participation rates in the South, 1940-1960: Craftsmen, foremen, and kindred workers.

creased to over 18 percent, the highest for males of that age class for any occupation, and not exceeded in 1960 in any age class except by operatives in the 25-34 age group. Although not apparent from these data, the most important source of craftsmen and foremen was operatives and kindred workers. In the 1955 national survey of job-shifting, about 20 percent of the operatives who shifted jobs became craftsmen or foremen, and this constituted nearly 40 percent of the net gains to craftsmen from other occupations.[12]

Percentage participation as craftsmen and foremen falls rapidly after age 54, but even at ages above 65 years it is higher for males than in any other occupation group except farmers and managers.

Operatives and Kindred Workers

Male participation in this group is illustrated in Figure 10, while for females it is shown in Figure 11. Numbers of males employed and overall participation rates in this broad group are higher than for any other main occupation, with craftsmen and foremen ranking a close second. For females, overall participation rates are second only to the clerical occupations. In aggregate for both sexes, employment of operatives in the South increased by 1,340,000 between 1940 and 1960, which was numerically greater than for any other group. Male overall participation declined slightly between 1950 and 1960, but the increase continued among females.

The age structure of this semi-skilled group is much younger than that for skilled craftsmen and foremen, just examined. Entry of workers between 15 and 24 years is very high, and in all three census periods, peak participation for males was reached in the 25-34 year class. At 19.4 percent in 1960, it was higher for the 25-34 year class than in any other occupation. Increased entry of older women was apparent, as peak participation for females

---

[12] Job Mobility of Workers for 1965. Current Population Series, p. 50, No. 70, 1955. Computed from Table 8.

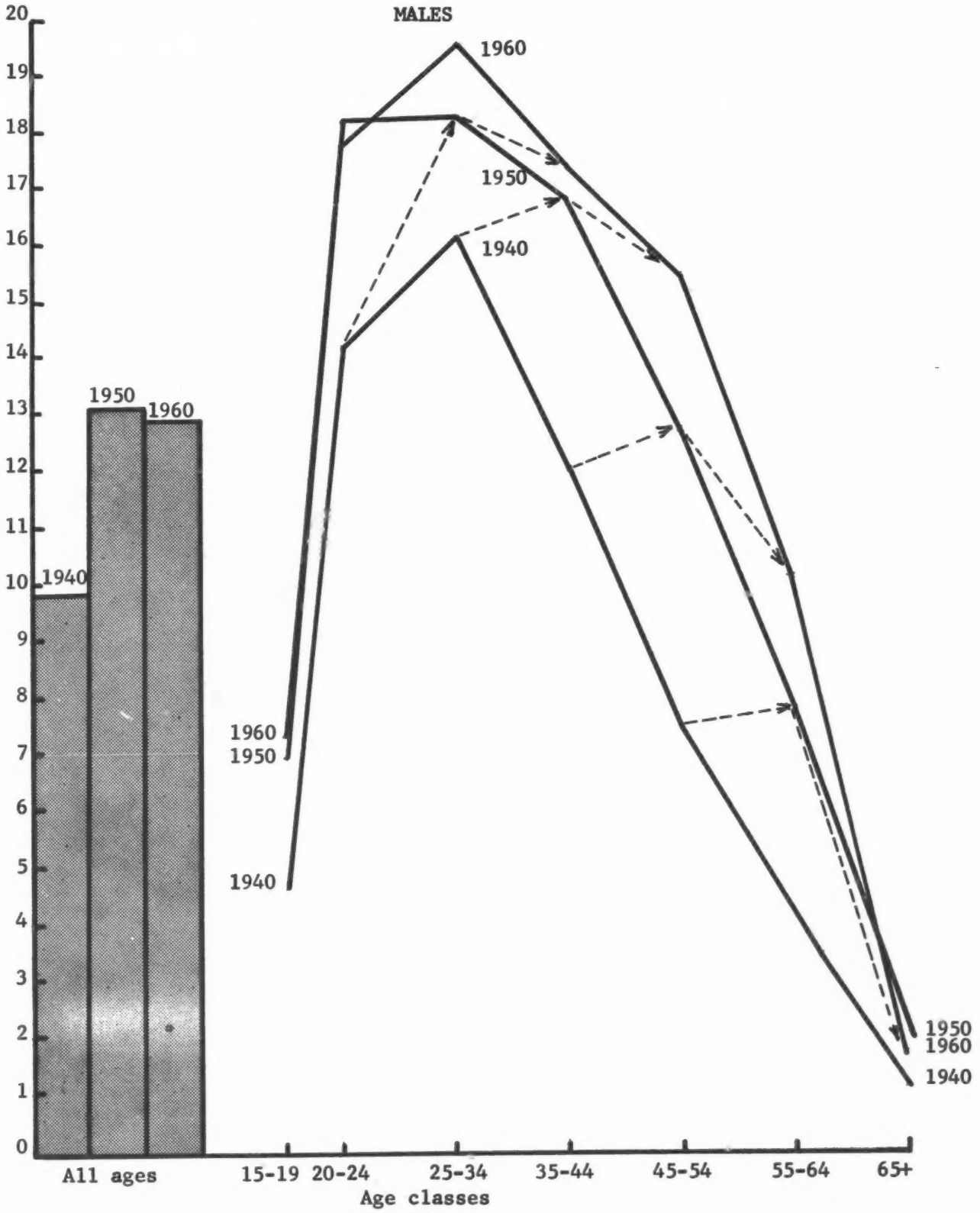


Figure 10. Employment participation in the South, 1940-1960: Operatives and kindred workers, male.

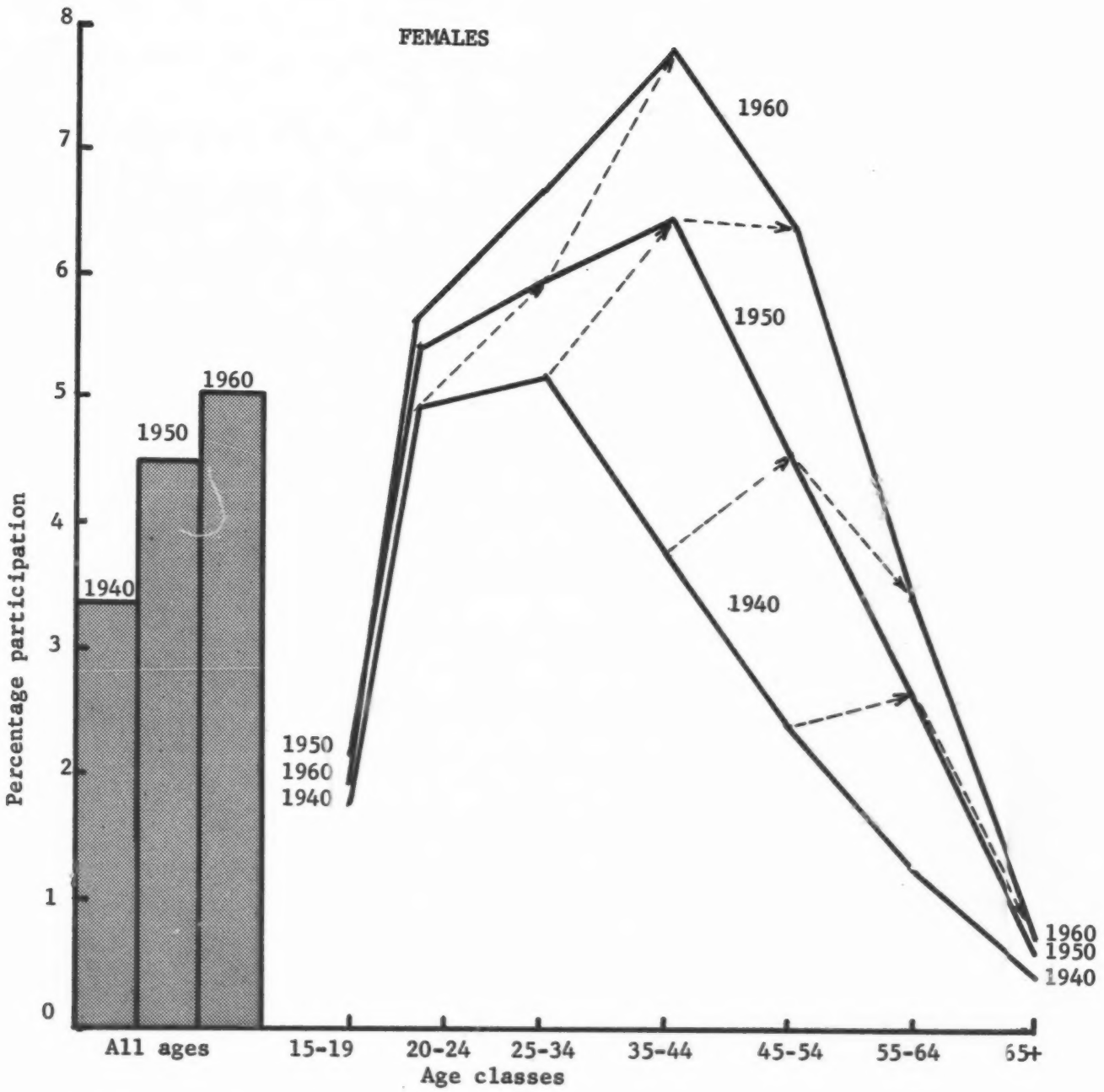


Figure 11. Employment participation rates in the South, 1940-1960: Operatives and kindred workers, female.

moved up to the 35-44 year class from 1950 and 1960. After age 25 years, there is net out-mobility among males, as they develop higher skills, but there is net in-mobility for women until after 45 years.

Because growth of several major southern manufacturing industries such as textiles, apparel and forest products, has necessitated large numbers of operatives, participation rates have been relatively high and probably will continue at high levels in the light manufacturing industries.

Private Household Workers

Female participation in this group is illustrated in Figure 12. Employment participation rates for males were so low that they could not be shown effectively on this chart, by separate age classes.

Except for farm laborers, this was the smallest main occupation group in the South in 1960, but because about 97 percent were women, it was ranked fourth in order of employment participation among female workers. As may be noted from the chart, participation trends have been mixed since 1940. There was a decline of 27.6 percent in employment between 1940 and 1950, probably related to World War II demands in other occupations. There was an increase of approximately the same percentage in 1950-1960. Apparently many women re-entered the occupation during the latter period, for there was some net in-mobility all the way up to 64 years of age.

Ages of peak participation have been high, and were shifted from the 35-44 age class in 1940 to 45-54 in 1960. Employment of older people was notable, and in 1960 nearly one-fourth of the women over 65, who were employed, were recorded as private household workers.

Service Workers, except Private Household

Participation in this occupation group is illustrated in Figure 13. Although male participation declines slightly between 1940 and 1960, overall employment levels and participation rates among women were more than doubled, and 55 percent of the employed workers were females in 1960.

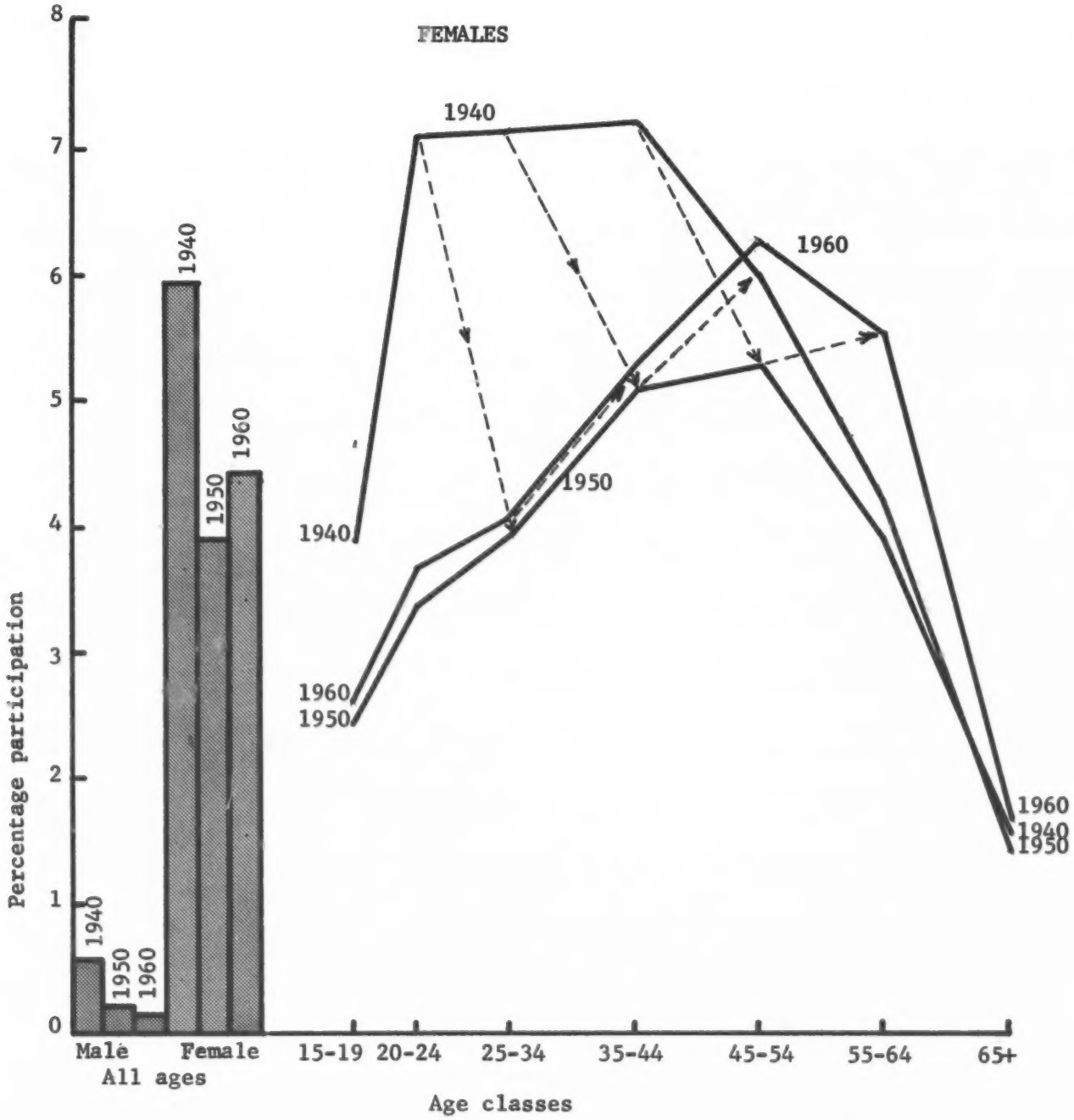


Figure 12. Employment participation rates in the South, 1940-1960: Private household workers, female.

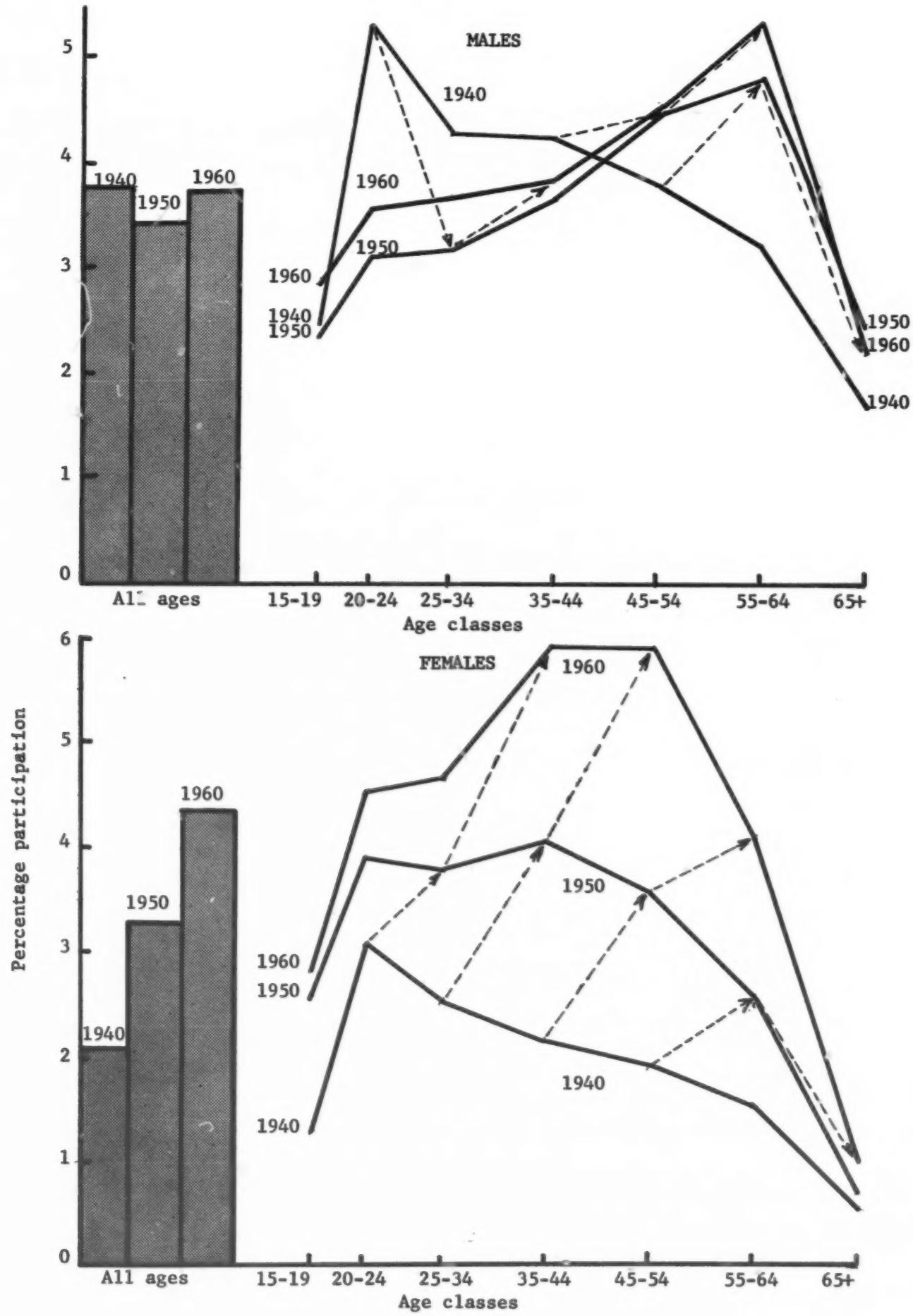


Figure 13. Employment participation rates in the South, 1940-1960: Service workers, except private household.

No occupation group has exhibited greater shifts in age profiles since 1940 than service workers. At that time the peak employment ages for men were 20-24, but had shifted to 55-64 in both 1950 and 1960. Among women, the peak of participation shifted from 20-24 years in 1940 to 35-44 years in 1950 and to 45-54 years in 1960.

Even though male participation rates have not increased since 1940, the decreased rate of entries below 35 years has helped to induce in-mobility at higher ages, and service workers was the only main occupation which, between 1950 and 1960, experienced net gains through inter-occupational mobility in every age group up to 54 years, both for men and for women.

Farm Laborers and Foremen

Participation in this occupation group is illustrated in Figure 14. Reduced employment levels and participation rates have been more marked than in any other occupation except for the closely allied group of farm operators. Between 1940 and 1960, employment of farm laborers in the South decreased by more than 1 million persons, or about 61 percent. Much of the out-migration from the South and adjustments to fill non-farm jobs in the South have been occasioned by geographical and inter-occupational mobility of farm workers.

This is the youngest group of all occupations, in age structure, for both sexes. Peak ages of employment participation are in the 15-19 year class. Between 1950 and 1960 there was net occupational out-mobility in every age class. Overall employment participation rates for males in the South declined from a rate of more than 10 percent in 1940 to slightly more than 3 percent in 1960. For females, participation was reduced from about 2 percent to only two-thirds of one percent.

Little more need be said about employment participation in this occupation group, except to emphasize that broad adjustments have occurred as a result of changing agricultural technology. The problems have lessened in magnitude, but transition of farm-based people to non-farm employment

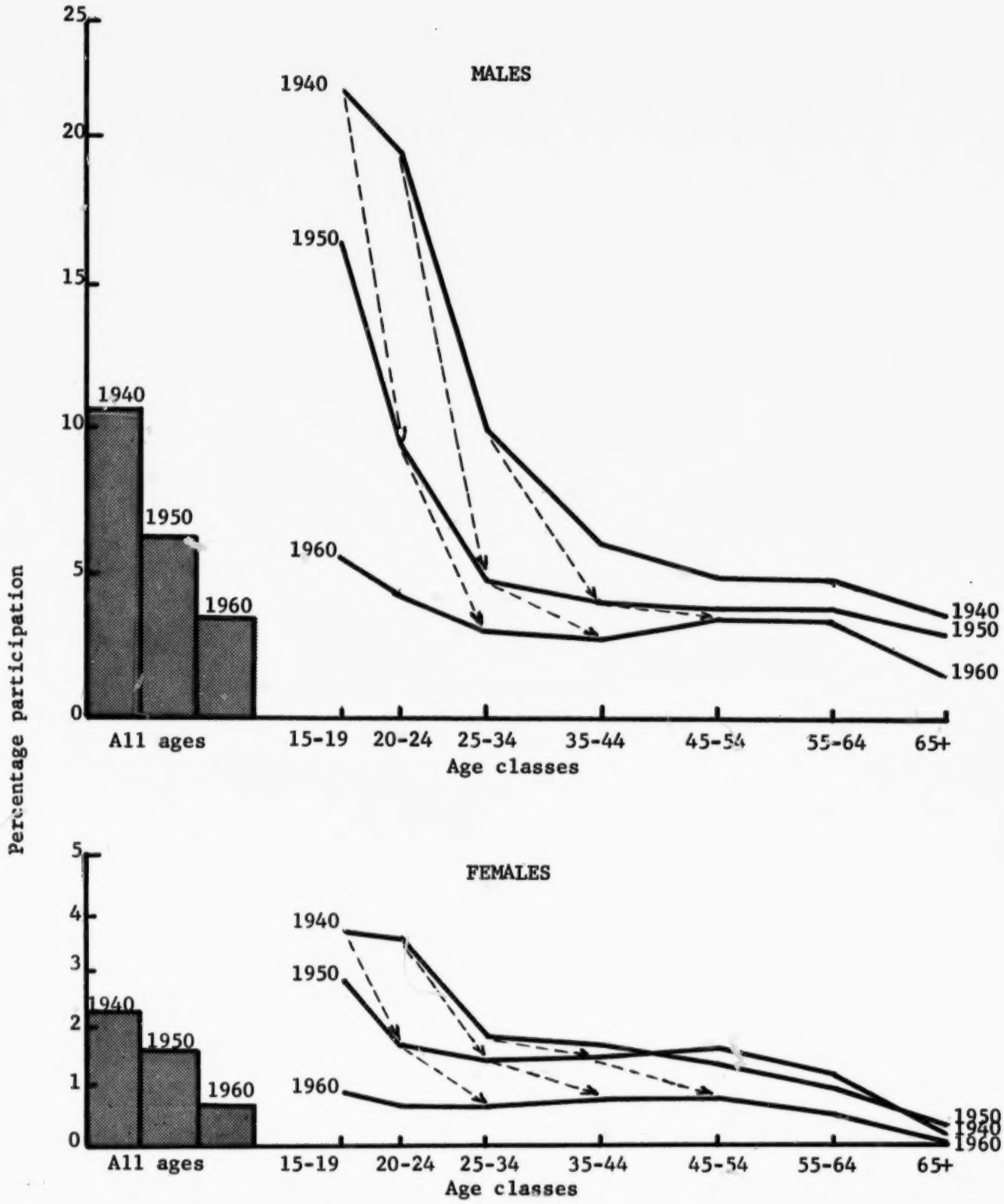


Figure 14. Employment participation rates in the South, 1940-1960: Farm laborers and foremen.

continues to pose some of the most serious questions regarding policies and programs in education and occupational training.

Laborers, except Farm and Mine

Male participation in this unskilled group is illustrated in Figure 15. Employment participation rates for females were so low that they could not be shown effectively by age classes on this chart.

In view of continued emphasis on employability in skilled versus unskilled occupations, adjustments in this group in the South between 1940 and 1960 were somewhat less marked than might have been expected. Male employment participation rates were reduced from 6.7 to 5.8, but there was a net gain of 5.8 percent in levels of total employment. This group classification is, in many respects, a catch-all for types of employment which do not justify more specific skill designation.

Many young men find initial employment as laborers, for lack of more specific skill or educational qualifications, and the majority of them eventually move up to higher skills. In 1961, less than 25 percent of laborers who shifted jobs returned to work as laborers, and nearly one-third were re-employed as craftsmen or operatives.[13]

In 1940 employment participation among laborers was at a peak in ages 25-34. In 1950 and 1960, it had moved back to the 20-24 age class. The group therefore, was unique in that it was the only main occupation in which the peak ages of greatest activity were lowered. However, median ages of laborers in the South in 1960 still were higher than for male farm laborers, operatives, and clerical workers.

---

[13] Job Mobility in 1961. Special Labor Force Report No. 35, 1963. U. S. Department of Labor, Bureau of Labor Statistics.

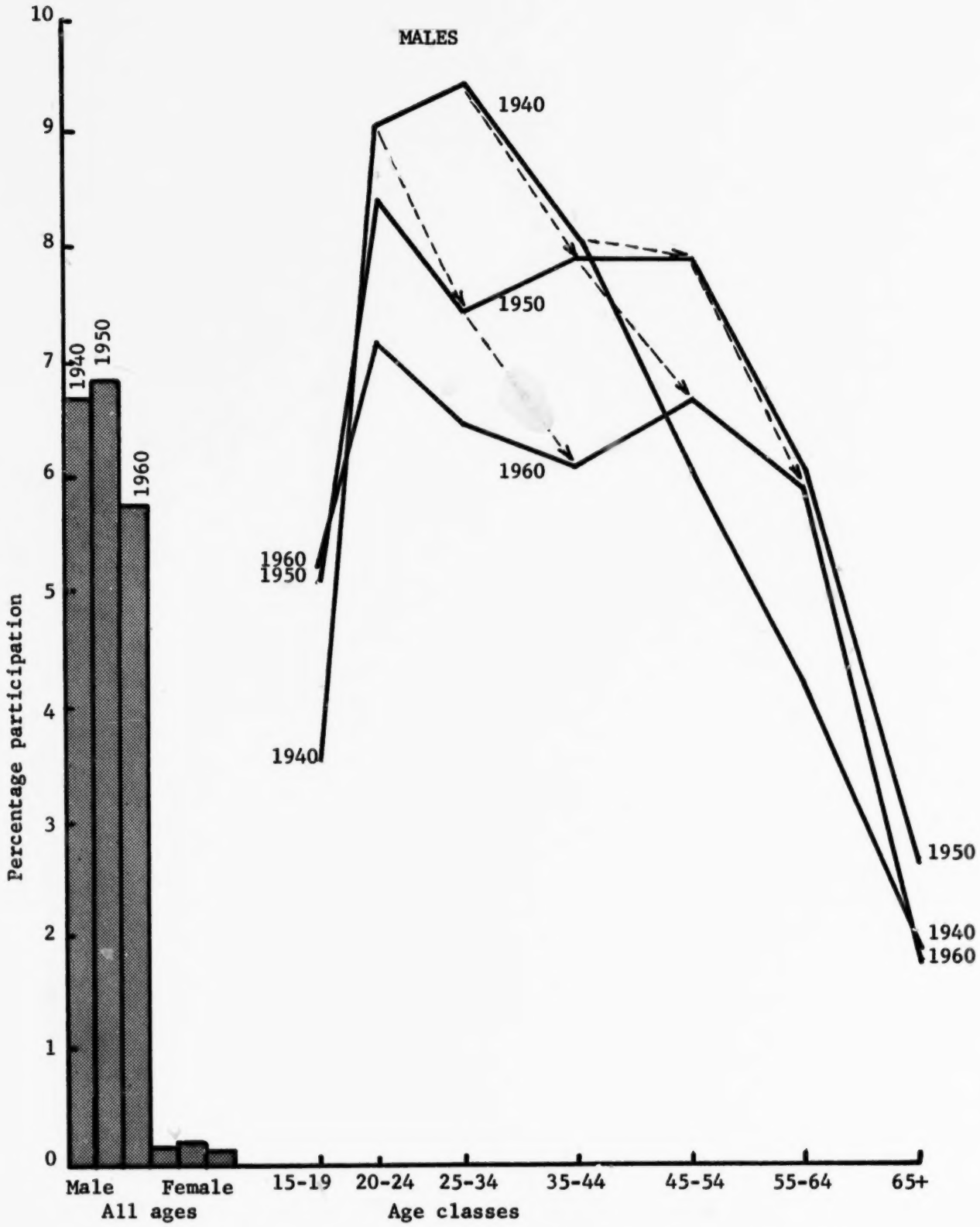


Figure 15. Employment participation rates in the South, 1940-1960: Laborers, except farm and mine.

SUMMARY AND IMPLICATIONS

The principal trends in matters relating to the structure of employment participation in the South since 1940 have been (1) decreased participation of males below 30 years of age and increased participation at higher ages, except in years above 65; (2) increased overall employment participation of females in virtually every age class; (3) a rise in median ages of the employed, and of workers in practically every main occupation except for male professional and technical workers; (4) a marked decrease in employment participation rates in the farm occupations; and (5) important increases in several non-farm occupations, particularly among professional and technical workers, clerical workers, and craftsmen and foremen.

In retrospect, these changes came about because the nation, and with it the South, emerged from its greatest economic depression into a period of intensive national defense activity, followed by sustained economic growth, accelerated technological change and relatively high employment, particularly employment of the vast supply of human resources represented by women. In the present perspective, these influences have not been materially diminished. We have, in addition, placed added emphasis upon education, civil rights and related socio-economic adjustments, and on greatly accelerated programs in health and welfare operations.

CONSOLIDATED UNIVERSITY OF NORTH CAROLINA

WILLIAM FRIDAY, Ph.D. ..... President

NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

JOHN TYLER CALDWELL, Ph.D. ..... Chancellor
HARRY C. KELLY, Ph.D. ..... Provost
WALTER J. PETERSON, Ph.D. ..... Dean of Graduate School

CENTER FOR OCCUPATIONAL EDUCATION
Policy Coordinating Board

N. W. CONNER, M.S., Chairman ..... Acting Administrative Dean for Research
H. BROOKS JAMES, Ph.D. ..... Dean, School of Agriculture & Life Sciences
J. BRYANT KIRKLAND, Ph.D. ..... Dean, School of Education
FRED V. CAHILL, Ph.D. ..... Dean, School of Liberal Arts
ARTHUR C. MENIUS, JR., Ph.D. ..... Dean, School of Physical Sciences & Applied Mathematics

Heads of Participating and Cooperating Departments

EDGAR J. BOONE, Ph.D. ..... Adult Education
C. CAYCE SCARBOROUGH, Ed.D. ..... Agricultural Education
WILLIAM D. TOUSSAINT, Ph.D. ..... Economics
DAVID D. MASON, Ph.D. ..... Experimental Statistics
DURWIN M. HANSON, Ph.D. ..... Industrial and Technical Education
WILLIAM E. HOPKE, Ed.D. ..... Guidance and Personnel Services
WILLIAM J. BLOCK, Ph.D. ..... Politics
HOWARD G. MILLER, Ph.D. ..... Psychology
SELZ C. MAYO, Ph.D. ..... Sociology and Anthropology
(Also Acting Director of Center for Occupational Education, 1965-66)

Center Administrative and Research Personnel

JOHN K. COSTER, Ph.D. ..... Director

Professors

JOHN K. COSTER, Ph.D. ..... Agricultural Education
HERBERT M. HAMLIN, Ph.D. ..... Special Consultant
C. PAUL MARSH, M.S. ..... Sociology and Anthropology
SELZ C. MAYO, Ph.D. ..... Sociology and Anthropology
C. CAYCE SCARBOROUGH, Ed.D. ..... Agricultural Education

Associate Professors

HARRY G. BEARD, Ed.D. ..... Agricultural Education and Sociology and Anthropology
J. WILLIAM CUNNINGHAM, Ph.D. ..... Psychology
DONALD W. DREWES, Ph.D. ..... Psychology
LOREN A. IHNEN, Ph.D. ..... Economics
GERALD S. LEVENTHAL, Ph.D. ..... Psychology
CHARLES V. MERCER, Ph.D. ..... Sociology and Anthropology
TEXTON R. MILLER, Ph.D. ..... Agricultural Education

Assistant Professors

LAWTON E. BENNETT, Ph.D. ..... Politics
ROBERT M. FEARN, Ph.D. ..... Economics
CHRISTOPHER GREEN, Ph.D. ..... Economics
B. EUGENE GRIESSMAN, Ph.D. ..... Sociology and Anthropology
LACY G. HALL, Ph.D. ..... Adult Education
CHARLES I. JONES, Ed.D. ..... Agricultural Education
JOSEPH C. MATTHEWS, JR., Ph.D. ..... Economics
WALTER R. PARKER, JR., Ph.D. ..... Guidance and Personnel Services
JOHN M. PETERS, Ed.D. ..... Adult Education
WILLIAM H. PUDER, Ph.D. ..... Adult Education
CHARLES H. ROGERS, Ed.D. ..... Coordinator of Services and Conferences—Agricultural Education
THOMAS E. SCISM, Ph.D. ..... Politics
JOHN L. WASIK, Ed.D. ..... Experimental Statistics and Psychology
BERT W. WESTBROOK, Ed.D. ..... Psychology
DOROTHY S. WILLIAMS, Ph.D. ..... Sociology and Anthropology

Instructors, Research Associates, and Research Interns

CLEBURN G. DAWSON, M.Ed. ..... Sociology and Anthropology
CHARLES E. LEWIS, M.S. ..... Sociology and Anthropology
RICHARD D. ROBBINS, M.S. ..... Economics
RICHARD L. TEAGUE, M.S. ..... Sociology and Anthropology
ROBERT T. WILLIAMS, M.A. ..... Industrial and Technical Education

Graduate Research Assistants

WILLIAM L. BALLENGER, B.S. ..... Psychology
V. MILTON BOYCE, M.S. ..... Adult Education
ROBERT C. EVANS, JR., M.S. ..... Psychology
JOHN R. FLOYD, B.S. ..... Psychology
ALAN G. FOX, B.S. ..... Guidance and Personnel Services
COY L. HUDSON, B.S., M.Ed. ..... Agricultural Education
THEODORE P. LIANOS, M.S. ..... Economics
SYLVIA R. McCRACKEN, B.A. ..... Sociology and Anthropology
LYNN E. ONDRIZEK, B.A. ..... Psychology
TROY F. STALLARD, B.A. ..... Psychology
THOMAS C. TUTTLE, A.B. ..... Psychology
ELIZABETH G. UTERMOHLEN, B.S. ..... Adult Education
P. S. VIVEKANANTHAN, M.S. and M.A. ..... Psychology
G. MICHAEL WISE, B.A. ..... Sociology and Anthropology

Clerical and Administrative Staff

NAN C. ADAMS ..... Secretary
ANN A. ATAMANCHUK ..... Secretary
BESSYE M. BURWELL ..... Secretary
HARRIET S. CHADWICK ..... Secretary
BETTY W. CREWS ..... Secretary
MARY C. KING ..... Secretary
ANITA M. MUNNS ..... Secretary
OLIVE L. MAYNARD ..... Secretary
LINDA K. MYERS ..... Secretary
SYLVIA G. RAY ..... Administrative Secretary
LINDA H. RHYNE ..... Secretary
LINDA R. SCANNELL ..... Budget and Fiscal Officer
KATHLEEN C. WOODSON ..... Secretary